

# THE INTERNATIONAL *Teamster*

DEDICATED TO SERVICE

AUGUST, 1968

## Assist in Organizing the Unorganized

Aid and assist cooperating organizations in launching a campaign to organize millions of unorganized workers in America into appropriate organizations and thus provide these workers the benefits and protection of collective bargaining, while adding the strength of their numbers to the American labor movement.

## Collective Bargaining

Create the necessary machinery to achieve maximum cooperation, coordination and mutual support for the collective bargaining efforts of all unions prepared to join in such common effort to achieve responsible, stable labor-management relations based upon equity and justice for all workers.

## Emergency Defense Fund

Explore the establishment of an Emergency Defense Fund with sufficient resources to provide meaningful financial support to workers under circumstances where management refuses to bargain in good faith in a deliberate effort to weaken, undermine and destroy the union involved as an appropriate and effective collective bargaining agency.

## Agricultural Workers

Mobilize maximum resources and support to help organize agricultural workers in an effort to win for these most exploited workers social justice, human dignity and the benefits of collective bargaining enjoyed by millions of American workers. Support efforts to secure legislation to provide these workers and their families the social benefits and the protection extended to other workers.

## Community Unions

Join with other groups in the community in helping to organize community unions so that the working-poor, the unemployed and the underemployed may have the opportunity of participation, of self-organization and self-determination in dealing effectively with their problems.

## Social and Community Action

Cooperate with other concerned community groups to promote and support activities at the national and local level.



# Alliance for Labor Action Joined in Chicago

SEE PAGE 6





## LABOR'S PLACE IN HISTORY

IN THE YEAR 1777, a man named Nathaniel Low devised a method for keeping one's self warm an entire winter with a single chunk of firewood. He said:

"Take a billet of wood of a competent size, fling it out the garret window into the yard and then run down stairs as hard as ever you can drive, and when you have got it, run up again with the same measure of speed; and thus keep throwing down and fetching up, till the exercise shall have sufficiently heated you. This renew as often as the occasion shall require."

This masterpiece of nonsense might be called "Low's Law"—which is to say, perpetual exercise can be a substitute for those who have no wood to burn.

Depending on who you are and how you look at it, Low's Law can be a good or bad thing. If you are a demagogue of some sort with no real substance, why then perpetual exercise can serve handily as a false mask of promise. If you have no wood to burn, however, the suggestion that you can keep warm with perpetual exercise can only anger and embitter you.

Laboring men in this nation once were handed a "billet of wood of a competent size" and encouraged to keep themselves warm in the manner suggested by Low's Law. This was one of the earliest "rewards" of free enterprise. But after a while, working men got disgusted with running up and down stairs to nowhere. They banded together and demanded more than a stick or two. They sought cords of wood to keep warm like everyone else.

This met with great resistance, of course. Nevertheless, the will of the victims of Low's Law turned to iron. They persevered. They won their cords of wood. Decades of success through unionism brought laboring men a certain kind of respectability that today is outside of and no longer governed by Low's Law.

Now there is a new and restless group of people in this country seeking to get out from under the lie of Low's Law. They are angered and embittered. They are tired of running to and fro. They are seeking something more than nothing. They symbolized their plight recently with the Poor Peoples March from the Washington monument to the Lincoln memorial.

There were a lot of distractions surrounding the actual march: the establishment of Resurrection City on the mall, the helter-skelter and sudden petitioning of various cabinet officers, the fringe maneuvers of picketing the homes of congressmen, the appeals to Congress in the form of committee testimony and visits to the offices of Senators and Representatives.

Additionally, there was the freakish reaction to the campaign in general as visitors came to stare at the misery of Resurrection City—to scoff, sneer, sympathize or help as the case might be. Too, the daily reports of battles for leadership among the minorities helped to disturb the picture.

There is probably no one person who could accurately describe what the participants of the Poor Peoples March were actually trying to accomplish. Indeed, this was a question frequently asked and just as often unanswered.

When the campaign had passed its climax, one fact did emerge, however. That was that the marchers, more than anything else, were trying to overcome indifference to American impoverishment. It was their mission to arouse the nation. They used every form of symbolism—even the mule train—to attain this end.

One of the leaders commented: "If this march . . . does not move America, then I suspect it will be the last nonviolent march this country will see."

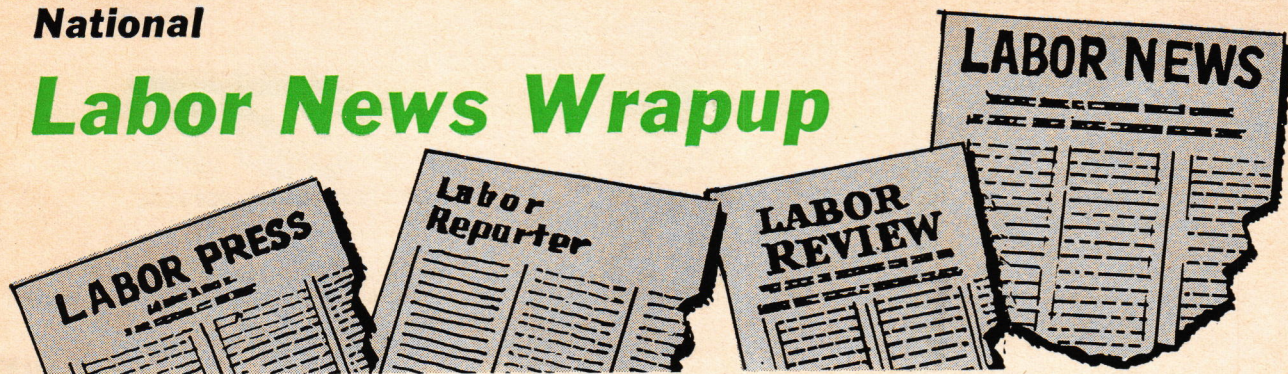
There was a time when organized labor uttered almost the same sentiment, not as a threat but in the saddening act of facing up to a bleak prospect.

The words came true until labor's demands were met.



**National**

## **Labor News Wrapup**



WASHINGTON, D.C.—The Labor Department has signed a \$1,093,840 agreement with the National Council of Senior Citizens for an experimental program to open up jobs for elderly persons in need. The jobs cover scores of needed community services in schools, libraries, day care centers, home health care, and other services that older men and women can provide.

WASHINGTON, D.C.—Talking merger are the United Federation of Postal Clerks AFL-CIO and the unaffiliated National Postal Union. If they combine, the new organization would total 250,000 in membership, making it the largest of all postal unions.

WASHINGTON, D.C.—National Labor Relations Board figures for fiscal 1967 show the agency's case load topped 30,000 for the year. Nearly 13,000 cases involved petitions for representation elections. Most of the remainder concerned unfair labor practice charges.

ANN ARBOR, MICH.—Samuel Gompers, first president of the AFL, and Eugene Debs, founder of industrial unionism, were named as the greatest labor leaders in American history, according to a University of Michigan poll of 36 union presidents.

WASHINGTON, D.C.—Supplementary benefits were improved for nearly 90 per cent of the 4.4 million workers affected by major collective bargaining agreements concluded during 1967, according to the Department of Labor. Most frequently improved benefits were in health and welfare plans, pensions, paid vacations, holidays.

WASHINGTON, D.C.—The American Newspaper Guild AFL-CIO with a membership of 25,000—down from its one-time high of around 35,000—reportedly is searching for another union with which to merge. Talks are in the offing with the International Typographical Union this fall.

CHICAGO, ILL.—Scientific, technical and professional workers are turning increasingly to union organization, a recent conference concluded, because the nature of work is changing. Automation and computerization are eating away at the decision-making powers of such workers and consequently reducing the prestige value of their jobs.

GAINESVILLE, GA.—"It is incumbent upon business and labor to exercise the restraint in wage-price decisions that will reduce the cost-push types of inflation."—Treasury Secretary Henry H. Fowler, speaking at a bank dedication July 15th.

NEW YORK CITY—One of the issues in steel bargaining this year is the vacation bonus. A new innovation, the vacation bonus was born earlier this year in the aluminum settlements when the USW won a \$30-a-week vacation extra.



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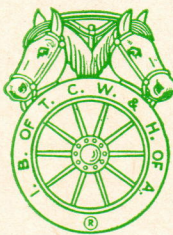
<b>Teamster General Executive Board Meets</b> <i>Attends regular business of the union</i>	5
<b>Alliance for Labor Action Formed in Chicago</b> <i>Teamsters-Auto Workers announce program</i>	6
<b>Teamsters Lead in White Collar Organizing</b> <i>Trend of last year continues in '68</i>	8
<b>PanAm-Braniff Elections Hit Snag</b> <i>Strange court ruling causes further delay</i>	9
<b>Richmond Local Wins in Arbitration</b> <i>First case in 30 years with A &amp; P</i>	10
<b>Contract Inked for Flight Engineers</b> <i>3rd contract this year with Capitol Airways</i>	14
<b>Local 509 Wins NLRB Ruling at Owens—Corning</b> <i>Unfair decision expected to bring new vote</i>	15

## A SPECIAL REPORT: On Page 17

**California Labor  
Wants More for Workers'  
Medical Dollar**

## A SPECIAL REPORT: On Page 25

**DRIVE Presents Proposals  
To National Republican  
Platform Committee**



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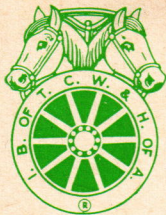


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## From The



## FIELD

### Two Detroit Teamsters Invent Mirror System

Clyde M. McKee and Andrew V. Provenzano of Teamster Local 299 in Detroit, Mich., have come up with a truck mirror system that may be the answer to prevent untold accidents resulting in driver injury and equipment loss.

They have created a movable mirror system for trucks and other vehicles in which the rear view mirrors move by a hydraulic system in unison with the turning of the steering wheel.

### California Member Has Rugby Hobby

Charles M. Lyons, a member of Teamster Local 287 in San Jose, Calif., spends a lot of his spare time as a promoter of the amateur sport of rugby football.

Lyons edits and publishes a journal called *Rugby USA* and serves as a playing coach on the Peninsula Ramblers Rugby Club of San Jose.

He is employed by James Transfer & Storage Co., of San Jose.

### Teamster Blood Donor Has Given 112 Pints

Carl Anderson, a member of Teamster Local 3 in New York City, has established some sort of a blood donation record. Since 1945, Anderson has given a total of 112 pints of blood to the Red Cross program—an amount which comes to 14 gallons. Anderson has a special reason for his generosity in this area: He saw his father die because of a shortage of blood of his type during a serious illness.

### Teamster Pioneer Dies on West Coast

John C. Healy, a charter member of Teamster Local 921 in San Francisco, Calif., died recently.

Healy retired in 1964 after years of service in key union offices, including the presidency of the San Francisco and San Mateo Labor Councils.

### Canadian Council Starts Newspaper

Teamster Joint Council 91 in Montreal, Quebec, has begun publication of a newspaper to inform the membership.

H. Ray Greene, president of the joint council, said plans are to publish *The Quebec Teamster* on a quarterly basis with hopes of going eventually to monthly publication.

The new periodical is unique among Teamster newspapers because most of the stories are written

in French since most of the council's 10,000 members are French-speaking.

### Jersey Local Union Opens New Headquarters

More than 1,000 persons turned out recently for the dedication ceremonies surrounding the opening of Teamster Local 863's new 3-story headquarters building in Newark, N.J.

Joseph Pecora, Sr., secretary-treasurer of the local union, on behalf of the membership accepted a flag that had flown over the nation's capitol from Rep. Joseph G. Minish (D.-N.J.).

Representing General Vice President Frank E. Fitzsimmons at the event was John Greeley, director of the National Warehouse Division.

### Pennsylvania Officer Wraps Up Career

James J. Stoltz, long-time Teamster leader in the Philadelphia, Pa., area, retired recently after a career of more than 30 years as an officer.

Stoltz served as secretary-treasurer of Teamster Joint Council 53 in Philadelphia from 1937 to this past May without interruption.

After serving variously as vice president and president of Teamster Local 187 in Philadelphia, he was elected secretary-treasurer of that union in 1942, an office he held also until his retirement.

He was considered a top negotiator through the years, and for a period in the mid-50's he was the secretary of the Laundry and Dry Cleaners Trade Division of the Eastern Conference of Teamsters.

### Gary Local Union Gives to Hospitals

Gary, Ind.'s joint hospital fund drive received a big boost recently when Teamster Local 142 of that city gave a check for \$10,000 to push the campaign over the \$5 million mark.

Donald Sawochka and Ralph Vonasch, secretary-treasurer and president respectively of the local union, presented the check on behalf of the Local 142 membership.

### Florida Teamster Pens War Book

Allen B. Wilkinson, a member of Teamster Local 769 in Miami, Fla., recently had published by Vantage Press, Inc., of New York, a book entitled, "Up Front Korea."

An autobiographical novel, the story took Allen 4 years to write. He vowed while in a foxhole in Korea that if he ever got out of the war alive he would write the true story as he saw it—a stern indictment of war.



## Message of the General Vice President

# — Alliance for Labor Action —



LAST MONTH in Chicago, the International Brotherhood of Teamsters joined in an alliance with the United Auto Workers which addresses itself to the critical labor and social problems facing the nation today.

Called the Alliance for Labor Action, it has been given wide publicity in the press, and certain misconceptions have arisen from that publicity.

I want, first of all, to impress upon everyone that the Alliance for Labor Action is not a competing labor federation.

Further, neither the International Brotherhood of Teamsters nor the United Auto Workers has bargained away any independence or autonomy.

The alliance is in no way a merger of the two unions. Instead, it is an alliance which accepts the responsibility of the two unions—and any other which wishes to join—in the crisis of our cities and among the rural poor, in the crisis among the unemployed and the under-employed, and in the crisis which exists in the communities, all of which are of vital concern to all Americans.

I called the Alliance an historic document when it was announced to the press. I think it is historic because it is challenging to our know-how, to our talents, and to our resources to contribute to the good of the total community.

When we address ourselves to organizing the millions of unorganized American workers, to cooperate in strengthening the collective bargaining process, to organizing the poor and the unemployed and the under-employed, we are merely fulfilling our obligations as trade unionists.

That is what it is all about.

What good is it for us to negotiate decent wages,

hours and conditions for our members when millions live in poverty and are not extended the benefits of collective bargaining?

What good are our wages and pensions if the worker or the retiree and his family are afraid to walk the streets of their community because of rampant crime and disrespect for law and order and authority?

What good does it do to put our own lives in order if social injustices create chaos in the community in which we live?

What good does it do for the soul for us to share in the abundance of the land, knowing that every night children go to bed hungry in our land in indecent housing and in a family life which holds no promise that members of that family can accept their responsibility as solid citizens.

When you ask yourselves those questions, the Alliance for Labor Action becomes an exciting and challenging hope for the future—the hope that those of us in the International Brotherhood of Teamsters will be a part of the forces which finally accomplish social justice and equality in this country.

This is what the Alliance for Labor Action is all about, a constructive and positive approach to the nation's problems.

I ask you all to adopt the same positive and constructive approach to the program which we will accomplish while maintaining our identity as the International Brotherhood of Teamsters.



## STATE OF THE UNION

# General Executive Board Meets in San Diego

THE GENERAL executive board of the International Brotherhood of Teamsters held its regular quarterly meeting last month in San Diego, attending to the regular housekeeping duties of the board.

Both General Vice President Frank E. Fitzsimmons and General Secretary Treasurer John F. English reported to the board vice presidents on the state of the union.

Also reporting to the board was Chief Labor Council David Previant and Legislative Director Carlos Moore. Appearing before the board with Moore was Josephine Hoffa, president of the National DRIVE Auxiliaries.

Board members spent considerable time working on proposed mutual aid agreements with other unions, and consummated such agreements with the International Brotherhood of Boilermakers, Iron Shipbuilders, Blacksmiths, Forgers and Helpers (AFL-CIO); the International Brotherhood of Firemen and Oilers (AFL-CIO); the International Brotherhood of Electrical Workers (AFL-CIO); the Laborers' International Union (AFL-CIO); and gave approval to an agreement with the Office and Professional

Workers, pending approval by that union of amendments to the agreement made by the IBT board.

Board members also devoted considerable time to discussion of the Alliance for Labor Action, which was consummated with the United Automobile Workers a week later in Chicago. (See separate story in this issue.)

Under the direction of General Vice President Frank E. Fitzsimmons, board members reviewed all work stoppages in the International Union membership, with each vice president reporting on the progress of work stoppages in his particular area of responsibility.

Fitzsimmons again stressed the importance of local unions following the procedure outlined in the constitution for seeking strike sanction.

"By following these procedures," Fitzsimmons said, "We insure an orderly procedure in the collective bargaining process. From the reports we have had here today, we can see the fruits of this procedure, in the number of settlements made without any resort to strike sanction."

In his report to the board, General Secretary-Treasurer John F. English

reported that the John F. English Endowment, voted at the 1966 convention by delegates in honor of English's years of service to the IBT, will this year be awarded to DePaul University in Chicago.

The \$5,000 grant will be used by the University to advance the study of labor law.

Previant reported on the important court and NLRB decisions which affect the workings of labor and upon the decisions in the Pan-Am, Braniff representation elections. A review of Previant's report appears elsewhere in this issue of the International Teamster.

Mrs. Hoffa and Moore gave a review of the present Congress and legislation it has and has not acted upon. Additionally, Moore reviewed with board members the proposals which he will present to the platform committees of the two major political parties at their upcoming national conventions.

The sessions of the board closed with a motion that the next quarterly meeting be held in October in St. Louis.

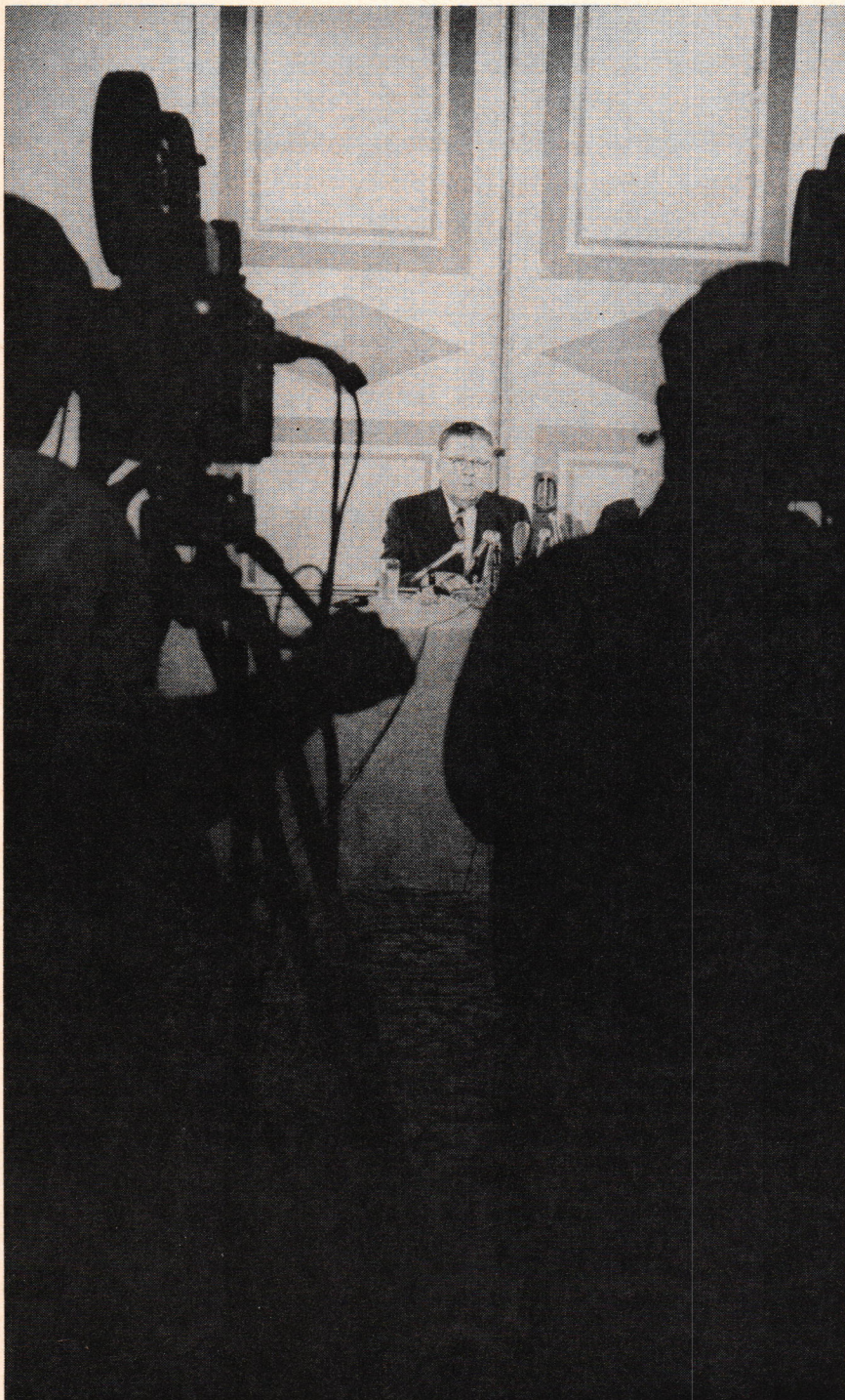
The general executive board of the International Brotherhood of Teamsters is shown in session during its regular

quarterly meeting, held last month in San Diego. The board attended to regular housekeeping chores of the union.





## Teamsters-UAW Form Action Alliance To Serve America's Pressing Needs



Teamster General Vice President Frank E. Fitzsimmons, flanked by UAW President Walter Reuther at a joint news conference, explains to the press the workings of Alliance for Labor Action, formed last month in Chicago by the two unions in an effort to direct the programs and the resources of the organizations to America's basic needs.

The International Brotherhood of Teamsters and the United Auto Workers, last month in Chicago, joined in an Alliance for Labor Action.

Teamster General Vice President Frank E. Fitzsimmons described the Alliance as the product which resulted after both organizations had taken a long look at the magnitude of deficiencies in American life in the total community.

At a joint press conference, both Fitzsimmons and Reuther strongly emphasized that the Alliance for Labor Action is not designed as a competing labor federation.

Instead, both union leaders declared that the Alliance for Labor Action is an effort on the part of the two unions to make a concrete contribution to the country in a time of crisis.

### Purpose

In a declaration of purpose jointly signed by both unions, the union leaders said:

"Tomorrow's problems will not be solved with yesterday's ideas, yesterday's tools and concepts. We must act with new ideas, new concepts, new social innovations. We must create new forms of cooperation, new instruments and institutions for economic and social action.

"This time of testing for our nation is also a time of testing for the American labor movement. The labor movement must play a major role and make a major commitment and contribution toward moving America forward."

Both union leaders extended an invitation in this effort to all labor unions and to other groups which find themselves in agreement and want to join in the plan for action.

The two organizations arrived at their Alliance for Labor Action after months of exploratory meetings which were culminated in Chicago.

After final drafting of the document by committees of the two unions, the proposal was put up for approval by the respective executive boards of the two unions where it received unanimous approval.

The two unions announced that a representative national conference will be held early in 1969 to further im-





The executive boards of the Teamsters and the United Auto Workers are shown in joint session shortly before finalizing the Alliance for Labor Action. The joint meeting was preceded by separate meetings of the two executive boards at which final details of the Alliance were drafted.

plement the program of the alliance.

Full text of the document implementing the Alliance for Labor Action follows:

#### Declaration of Purpose

This is a time of change and challenge. The 20th century technological revolution confronts the American people with new and complex problems and new and exciting opportunities.

To meet the problems and to realize the promise that tomorrow holds, America must reorder its national priorities. It must put first things first.

America has the resources; it has the technical and productive know-how. As a nation and a people we must demonstrate the will to commit our resources and ourselves in a measure equal to the dimension of the problems and the challenge that confront us.

Tomorrow's problems will not be solved with yesterday's ideas, yesterday's tools and concepts. We must act with new ideas, new concepts, new social innovations. We must create new forms of cooperation, new instruments and institutions for economic and social action.

This time of testing for our nation is also a time of testing for the American labor movement. The labor movement must play a major role and make a major commitment and contribution toward moving America forward.

The labor movement is at a cross-road. It must subject itself to honest self-searching and self-evaluation. It must free itself from complacency and self-congratulation. It must acquire a sense of renewal and rededication to

social progress. It must free itself of old attitudes and habits and demonstrate the willingness, the capability and the commitment to make fundamental changes in its policies that respond to the realities of a swiftly changing world.

In this time of crisis, dynamic and responsible labor organizations must contribute leadership and provide teamwork toward the continual advance and protection of the welfare of working people and must work together in the community in the common effort to find answers to the urgent problems of the whole of our society.

The rate of unionization has not kept pace with the growth of the labor force. Automation is changing the

nature and character of the work force. Millions of workers including industrial, service, government, white collar, office, technical and professional workers need to be organized. The working poor are still largely unorganized and disadvantaged.

Organizing the unorganized is a moral imperative and a social and economic necessity. Those unions with energy, skill and resources are obligated to join forces and commit adequate resources needed to help other cooperating organizations in mobilizing and mounting massive organizing campaigns. This obligation has even deeper moral implications for the exploited farm workers, who have been bypassed by the twentieth century. The plight of the farm workers is intolerable. Denied the protection of law and exploited by the huge corporate farm owners, these workers need active and total support and assistance to build a union organization if they are to achieve elementary dignity and justice.

Collective bargaining faces new challenges with the growing complexity of our technology and corporate concentrations. Collective bargaining must be strengthened and updated to provide full equity for workers in sharing in the increased productivity of the new tools of science and technology consistent with public responsibility.

The labor movement must facilitate the maximum coordination and cooperation made necessary by the eco-



The Teamster general executive board is shown in session last month in Chicago, putting final touches to the Alliance for Labor Action, formed jointly with the United Auto Workers to deal with problems facing the total community in America.



conomic realities of the modern conglomerate corporation.

We must work together to build one America—an America united in the splendor of human diversity, united in our common humanity and our devotion to democratic principle.

Like most Americans, we share with pride in the progress America has made in improving our standard of living, in its advances in education and in health and in providing a measure of security for our older citizens. But much more needs to be done.

Our cities are in crisis. Poverty casts its shadow over the total society. Unemployment remains a threat to the general welfare. Urban blight and decay eat at the core of our cities. Millions of families live in slums with decent housing beyond their economic reach.

We must save our cities and make them decent places in which to live.

The cancer of racism is still uncured. Neither civil war nor a police state is an acceptable alternative. There is another way: Brotherhood—a massive assault by all men of good will and of all races and creeds against bigotry and against social and economic injustice.

We need to remove the economic barriers and all forms of discrimina-

**Teamster General Vice President Frank E. Fitzsimmons, addressing a joint meeting of Teamster-UAW executive boards, discusses the implications of the Alliance for Labor Action, declaring that the alliance is not the formation of a competing federation, but an effort to put the labor movement into the mainstream of problems facing America with an affirmative program directed toward solution of those problems.**



tion that deny a child or youngster opportunity for maximum growth and development.

We need to reorganize the economics of hospital and medical care to check the skyrocketing cost and make modern, high quality, comprehensive health care available to all people as a matter of right.

We need to substantially increase the income of older citizens to enable them to live out their lives in security and dignity.

We need to expand the scope and quality of a broad range of essential community and social services and enable each person to enjoy a life of dignity and self-fulfillment.

### Agreement for Joint Action

In order to deal more effectively with these challenges and opportunities, we, the International Union, United Automobile, Aerospace and Agricultural Implement Workers of America (UAW) and the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America (I.B.T.), independent and autonomous international unions representing almost 4,000,000 members and their families, hereby agree to cooperate and work together toward the achievement of common goals.

It is in this spirit and to this purpose that the Teamsters and the UAW join in a common effort to get the American labor movement on the march and to help America find cre-

ative and constructive answers to the urgent complex economic and social problems that we face as a nation.

The Teamsters and the UAW agree

to discuss and develop both union and community programs for joint action;

to establish an alliance for labor action; and

to commit the necessary resources and effort to insure the effective implementation of such joint action programs, both within the labor movement and within the community and nation at large.

Our purpose will be affirmative—not negative. We shall be committed to building and strengthening the labor movement and expanding its benefits, its influence and its contribution to both the membership and its families and the nation as a whole. Any organization prepared to join in this common, construction effort will be welcome.

### Program for Joint Action

With due regard to priorities, we shall develop and carry out specific joint action programs in the following areas:

**Assist in Organizing the Unorganized**  
*Aid and assist cooperating organizations in launching a campaign to organize millions of unorganized workers in America into appropriate organi-*

## Alliance for Labor Action

**The Alliance for Labor Action (ALA) will assist all bona fide labor organizations which are prepared to cooperate in and contribute to joint efforts to advance the interests of workers and their families and to join with others in the community to promote the general welfare and to improve the quality of life for all of the American people.**

**The Alliance for Labor Action will devote its efforts and contribute its resources affirmatively and constructively to the tasks of assisting in organizing the millions of unorganized, strengthening collective bargaining and dealing with critical political, social and economic problems of the day.**

**The Alliance for Labor Action will be composed of organizations committed to these objectives.**

**The leadership of the Teamsters, the UAW and other unions will in the period ahead discuss and develop a program and appropriate structure and work out the commitment of resources necessary to achieve the broad objectives set forth in the Declaration of Purpose and the program of action adopted by the International Executive Boards of the Teamsters and the UAW in joint meeting in Chicago, Illinois, July 23, 1968.**

**A representative national conference will be convened in the early part of 1969.**



zations and thus provide these workers the benefits and protection of collective bargaining, while adding the strength of their numbers to the American labor movement.

### **Collective Bargaining**

*Create the necessary machinery to achieve maximum cooperation, coordination and mutual support for the collective bargaining efforts of all unions prepared to join in such common effort to achieve responsible, stable labor-management relations based upon equity and justice for all workers.*

### **Emergency Defense Fund**

*Explore the establishment of an Emergency Defense Fund with sufficient resources to provide meaningful financial support to workers under circumstances where management refuses to bargain in good faith in a deliberate effort to weaken, undermine and destroy the union involved as an appropriate and effective collective bargaining agency.*

### **Agricultural Workers**

*Mobilize maximum resources and support to help organize agricultural workers in an effort to win for these most exploited workers social justice, human dignity and the benefits of collective bargaining enjoyed by millions of American workers. Support efforts to secure legislation to provide these workers and their families the social benefits and the protection extended to other workers.*

### **Community Unions**

*Join with other groups in the community in helping to organize community unions so that the working-poor, the unemployed and the underemployed may have the opportunity of participation, of self-organization and self-determination in dealing effectively with their problems.*

### **Social and Community Action**

*Cooperate with other concerned community groups to promote and support activities at the national and local level:*

A. To achieve equal opportunity and equal rights for every American in every aspect of American society.

B. To assure a job at decent pay for every person able and willing to work, with guaranteed income and with the government acting as the employer of last resort when the private sector is either unable or unwilling to provide meaningful employment for an expanding and changing work force.

C. To expand educational opportunities to facilitate the growth and development of each child and youth to his maximum capability, including free university education, unrestricted by economic, racial or other such barriers.

D. To join with others to assure older citizens adequate income, housing, health care including drugs and needed social services and the opportunity for continued participation in our society so that they may live out their lives with security and dignity.

E. To join with others in a massive effort to help rebuild and rehabilitate America's urban areas by the full use of advanced technology, new materials and methods and by enlisting the maximum and meaningful participation of the people of the inner city in all aspects of this urgent task so that decent, adequate housing can be made available and put within the economic reach of America's low-income families.

F. To join forces with voluntary health plans and with labor and other consumer and professional groups to encourage the growth of prepaid group practice plans and to develop alternate plans, including a National Health Insurance Plan, designed to check and reduce the enormous and continuous increase in the cost of health care service and drugs and to make it possible for every American to have access to modern, high quality comprehensive hospital and medical care, with a proper and proportionate voice for consumers.

G. To join with all consumer groups and other concerned organizations to protect and advance the interests of consumers with respect to product, quality, price, safety, finances, insurance, etc., and to help create and strengthen organization and procedures, both private and public, aimed at providing maximum protection to American consumers.

H. To cooperate and work with organizations representing the interests of family size farmers and strengthen their effort to solve their problems and win full economic equity for American working farmers.

I. To join with all interested groups in our free society in a total effort to improve the quality of American life, to create a total living environment worthy of free people, to end pollution of the water, poisoning of the air, to reduce traffic strangulation on our streets and highways, to make every city safe and beautiful so that urban

life can be rich and rewarding to the human spirit.

J. To work with others to raise the level of public understanding of the great political, economic and social issues that face the American people and to stimulate and encourage maximum citizenship participation in the affairs of our nation and the discharge of citizenship responsibilities.

K. To support legislation and government programs and policies needed to make government at all levels more responsive to the needs of the American people. To help America find answers to problems which are beyond the capability of people in their individual capacity to solve. To support candidates for public office on a non-partisan basis who are committed to such programs and policies.

L. To develop policies and carry out programs that will enable the American labor movement to repair the alienation of the liberal-intellectual and academic community and the youth of our nation in order to build and strengthen a new alliance of progressive forces in the broad effort to advance the common good.

M. To work with labor organizations throughout the free world in building unions and in strengthening freedom and democracy and in resisting all forms of totalitarianism and dictatorship, whether communist, fascist or military in character, for each, despite its different symbols, would enslave the human spirit.

## **Carolina Local Wins 3 Elections**

Teamster Local 509, headquartered in Columbia, S.C., recently scored a trio of representation election victories that resulted in adding around 100 members to the union roster.

R. F. Hunt, secretary-treasurer of 509, said the winning organizing campaigns, capped by National Labor Relations Board ballots, were at:

—Thurston Motor Lines in Columbia where 55 drivers, warehousemen, dockmen and helpers voted by a 4-to-1 margin in favor of the Teamsters.

—Thurston's terminal in Clearwater, S.C., where a heavy majority of 30 drivers, warehousemen, dockmen and helpers went Teamster.

—Carolina Delivery Service Co., Inc., in Greenville, S.C., where a dozen drivers voted Teamster by a two-thirds ratio.



**More Delay**

## Pan Am, Braniff Elections Hit Snag in Strange Court Ruling

The collective bargaining world of some 15,000 workers at Pan American World Airways and Braniff International has become a Never-Never Land.

Clerical and air cargo employees at Pan American World Airways have been seeking for three years to cast off their union affiliation with the Brotherhood of Railway Clerks and tie their collective bargaining star to the International Brotherhood of Teamsters.

They have gone through a series of representation elections conducted by the National Mediation Board only to have their affirmative votes for the Teamsters embroiled in bureaucratic entanglements.

The employees at Braniff International for more than a year have sought a representation election to clarify their collective bargaining status, all the time expressing an overwhelming desire to dump the BRC and join the International Brotherhood of Teamsters.

Frustrating the efforts of these employees to clarify their collective bargaining status has been the Brotherhood of Railway Clerks, for years plagued by a dwindling membership and a dwindling treasury.

On June 28, 1968, it appeared that the way was clear for a vote among these employees for the union of their choice when the U. S. Court of Appeals in Washington, D. C., struck down an injunction against such elections and ordered the National Mediation Board to proceed with this vote.

The injunction against the election previously had been successfully sought by the BRC in a lower court.

Not only did the higher court strike down the injunction, but in its decision declared that the court should not interfere in these representation elections, and also stated that speed was of the essence in this determination.

Then on July 12, 1968, in an almost unbelievable move, the same court granted a stay to the elections and gave the Brotherhood of Railway Clerks until August 5 to convince the United States Supreme Court that

it should take the case up for consideration.

As this issue of The International Teamster went to press, the case was still up in the air with the Supreme Court in adjournment until its next term begins in early October.

While officials of the International Brotherhood of Teamsters were shocked by the curious turn of legal events, they reaffirmed their pledge to Pan American and Braniff employees to fight to the bitter end for the employees' right to free selection of the union of their choice.

**A&P Unit**

## Richmond Local Wins Arbitration In Job Classification Dispute

Teamster Local 322 of Richmond, Va., recently won an award in the first arbitration between the local union and A&P in a collective bargaining relationship of over 30 years.

The case arose when the company attempted to eliminate the classification of Working Foreman and the jobs of 9 employees in the bargaining unit. The arbitrator held that in view of the bargaining relationship, the company could not "properly, unilaterally, vacate or eliminate the duties and functions of the working foreman job classification." The arbitrator added:

"Over a substantial period of years, the parties by their collective actions have infused and invested into his particular job classification too many collective attributes to permit now one of the parties to eliminate the job classification unilaterally.

"For more than two score years, the company did not challenge or take issue with the propriety of jointly determining several major aspects of this job classification. It is both with ill grace as well as a violation of the provisions and practices of the existing agreement for it to attempt to do so at this late date."

It was noted by the arbitrator that

It is expected that the BRC, fighting for its survival, will continue the legal battle to retain Pan Am and Braniff employees to the bitter end.

Ironically, while Pan Am and Braniff employees seek to cast off the BRC, that archaic union continues to collect their dues to finance the legal fight to keep them in collective bargaining bondage.

Teamster General Vice President Frank E. Fitzsimmons has declared that, "No stone will be left unturned by the Teamsters in this fight by Pan Am and Braniff employees to cast off the BRC and enter the 20th Century era of relationship with their employers in collective bargaining through the modern and progressive collective bargaining machinery of the International Brotherhood of Teamsters."

he could not find in the record any compelling reasons that might justify or excuse the company's "otherwise improper unilateral actions."

He said there was no evidence showing a substantial change in the method of operating the A&P warehouse that necessitated the instituted changes.

In making the award to the union, the arbitrator said the record clearly revealed that the matter of the Working Foreman job classification and wages, numbers, and method of filling temporary and permanent vacancies in this job have been the exclusive subject matter of collective bargaining between the company and the union.

**• Howard Johnson**

A new 2-year contract with substantial wage and benefit increases has been negotiated by Teamster Local 653 of Brockton, Mass., for 75 truck drivers and warehousemen employed by Howard D. Johnson Co.

Henry G. Gross, secretary-treasurer of Local 653, negotiated the contract which included coverage under the New England Teamsters & Trucking Industry Pension Plan providing for a generous retirement income.



## Road King



James L. Bruce, a member of Teamster Local 528 in Atlanta, Ga., recently was named "Driver of the Year" by the Georgia Motor Trucking Assn. Bruce, a member of the union since 1951, has more than a million safe miles of driving and is credited with acts of heroism and quick-thinking that have saved 3 lives. He drives for Complete Auto Transit.

## ● Feed Mill

By a margin of better than 4-to-1, employees of Albers Milling Co., a Division of Carnation Co., operating in Portland, Eugene, and McMinnville, Ore., voted for representation by Teamster Local 305 in a recent National Labor Relations Board election.

George Park, secretary-treasurer of the Portland-based local union, said 72 drivers and related employees of the feed mill were eligible to ballot in the election. The vote was 55 for the Teamsters, 8 for the Textile Workers, and a lone non-union ballot.

## Mohn Named On Education Committee

International Vice President Einar O. Mohn, director of the Western Conference of Teamsters, recently was named to a 12-member committee which will serve in an advisory capacity to the California Legislature's Joint Committee on Higher Education.

Other members of the advisory committee include outstanding educators and student body representatives. The committee's task will be to offer counsel and guidance in the reorganizing of California's higher education system.

## ● Driver Vote

Drivers employed by Roessing Bronze Co., a steel smelting plant in Mars, Pa., voted unanimously for representation by Teamster Local 538 of Kittanning, Pa., in a recent National Labor Relations Board election, according to R. P. Schrecengost, secretary-treasurer of the local union.

## ● Car Rental

By a nearly two-thirds margin, sales representatives, hikers and service men employed by National Car Rental, Inc., in Detroit, Mich., voted for representation by Teamster Local 299 in a recent National Labor Relations Board election.

Ken Silvers, general organizer, said the bargaining unit totals 26. The ballot tally was 15 for the Teamsters, 8 for the Brewery Workers AFL-CIO, and there were 2 "no union" votes.

## Wedding March

# Union Maid Delays Honeymoon To Carry Sign on Picket Line

When Mrs. Carole Gomez, a member of Teamster Local 481 in San Diego, Calif., got married recently, she and her husband had planned a wedding trip to some romantic place.

Instead, she returned to her spot at the picket line in front of the Avis Rent-A-Car counter at San Diego's Lindbergh Field. Besides carrying her "unfair" sign, she carried a nosegay of flowers from her wedding bouquet and lugged a suitcase labeled, "Just Married."

Mrs. Gomez was one of 6 car rental agents who went on strike against Avis in mid-March when the local franchise owner refused to agree to a new contract with Local 481.

The dispute still isn't settled and the union has filed unfair labor practice charges against the owner's tactics. The National Labor Relations Board has found the firm guilty of failure to bargain in good faith.

Local 481, meanwhile, keeps the picket line going.

Mrs. Gomez and her husband, Mario, had planned a week-long honeymoon after their wedding. But when another striker became ill, the new bride responded to a call to fill the gap in the line.

## Ohio Group



Called the "Ramblin' Rangers," this group of musicians who specialize in country and western music is composed of members of Teamster Local 413 in Columbus, Ohio. They are Bob Jasper, Wayne Smith, Lucky Castle, Tommy Mearice, and Dick Woford.



Mrs. Carole Gomez, newly-wed member of Teamster Local 481 in San Diego, Calif., is shown marching a picket line just a short time after completing her wedding march. Mrs. Gomez took the picket turn when another Teamster lady striker became ill. Also on the line was Consuelo Peterson.



**Tennessee Tempest****Shirt Firm Fails to Halt Teamsters With Help of 'Interested Citizens'**

Upholding the trial examiner, the National Labor Relations Board decided recently that a sports shirt manufacturer violated the Act in attempting to forestall organization of its plant at Woodbury, Tenn., by Teamster Local 327 of Nashville, Tenn.

Discharge of 148 employees by the company—plus a 2-week layoff of a larger number of other workers—was an illegal attempt to prevent unionization of the plant operated by the Colonial Corp., of America, said the trial examiner.

A key factor in the examiner's conclusion that the curtailment of the work force was discriminatory was the activity of a committee of local businessmen.

It was the age-old story of the defenders of the "plantation economy" seeking to maintain their fortunes big and small at the expense of workers.

In this instance, the committee, headed by the president of a local bank, circulated a handbill in the com-

munity about a month after the organizing campaign started—and after Colonial had begun discharging and laying off employees.

"Fairy Tales or Facts?" was the title of the bank-supported handbill. It asserted:

"It is common knowledge that since the beginning of Colonial that this is a non-union company and they would not attempt to operate under a union. This policy has been tested at Spring City, Altamont and Erin. At Spring City and Altamont, the plants were closed and remained closed for several months and were reopened only after demonstrations in force of the earnest desire on the part of the community to go back to work on the basis of Colonial policy . . . In view of these demonstrated facts, we believe that Colonial will continue its stated policy and the Woodbury plant will stay closed unless the employees reject the imported agitators."

In other words, said the Woodbury

business power structure to the unorganized workers, reject the "imported agitators" and go back to work at your low wages and poor working conditions or forever suffer the consequences.

As so often happens in cases of this type, the examiner was unable to find sufficient evidence to hold that the business committee or its chairman were acting as agents of the shirt-making company.

But the examiner noted that Leonard Friedman, Colonial's vice president, had commented publicly on the committee's statements without denying or repudiating its characterization of Colonial's policy.

This prompted the examiner to conclude in his decision:

**Plant Closing**

"By publicly commenting on, without denying, allegations that Colonial had a policy of closing plants to discourage union activity—and would pursue such policy at Woodbury—Friedman, and through him, Colonial, created the impression that such was in fact Colonial's policy, thereby violating Section 8(a)(1) of the Act."

The Board upheld the examiner's findings, adding that Friedman's conduct was part of a chain of "strong and persuasive evidence" that Colonial's actions were discriminatorily motivated.

Other links in the chain were an earlier Board case in which Colonial, through Friedman, had laid off 67 employees at Barnwell Garment Co., Inc., in Erin, Tenn., for union activity; the timing of the discharges and layoffs in Woodbury, and the company's demonstrated hostility toward unions.

**Refused to Bargain**

Furthermore, there was the matter of the company's explanation of the reason for its actions, which the Board found unsatisfactory, stating:

"Vice President Friedman testified that Colonial's declining volume of sales resulted, in part, from the fact that Colonial began making 'Perma-press' shirts after such shirts were being made and marketed by its competitors. Thus, according to Friedman, Colonial's inventory consisted, in significant part, of shirts which were no longer easily marketable. These factors, coupled with the loss of Colonial's most productive salesman, were said to have caused Colonial's predicament."

The Board observed that while

**Stewards' Dinner**

Teamster Local 676 of Collingswood, N.J., recently held its first annual stewards' dinner sponsored by the Stewards Club founded by John P. Greeley, local union president, who founded it in 1960. Shown at the head table during the banquet are (left to right): Seated—Helen Ritchie, an employee of the local union; Mrs. Greeley; Mrs. Brownell; Standing—John Ritchie; John Greeley; International Vice President Harry Tevis of Pittsburgh, the guest speaker, and Earl Brownell, chairman of the dinner.



Colonial introduced statistical data on production, inventory and shipments for a certain period to back up its assertions of economic problems, there was not enough material to make an accurate comparison. "All efforts to obtain additional data about the Woodbury plant," added the Board, "were unavailing."

Therefore the Board agreed with the examiner that the firings were discriminatory, not economically motivated.

Accordingly, the Board ordered the 148 discharged workers reinstated with backpay and interest, and also that employees illegally laid off should get backpay for the time of the layoff.

## Carolina Victory

### Gas Pump Manufacturing Workers Vote Teamster by 2-to-1 Margin

A two-thirds majority of some 400 production and maintenance workers engaged in making industrial gas pumps for Gilbarco, Inc., of Greensboro, N.C., voted for representation by Teamster Local 391 in a recent National Labor Relations Board election.

It was another case of Teamster "never-give-up" perseverance.

Gilbarco, a subsidiary of Standard Oil, had relocated in North Carolina from Massachusetts ostensibly for the purpose of avoiding the union level of benefits.

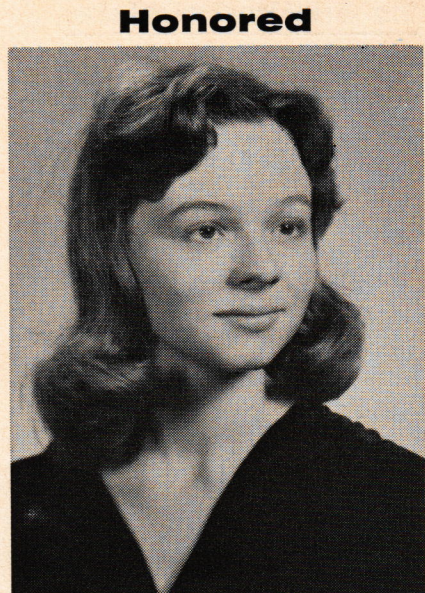
Teamster Local 391 launched an organizing campaign at the Gilbarco plant shortly after it opened. How-

ever, the union lost the subsequent NLRB-conducted election.

Undaunted, Stan Willard, R. V. Durham, and Bruce D. Blevins—Local 391's president, secretary-treasurer and business representative respectively—decided to try again. Once more they filed for an NLRB election.

This time the company panicked. In trying to build up opposition to the union, the employer promised wage increases, imposed unlawful restrictions on employee communication, and fired some union supporters. All the company actions became the subject of unfair labor practice charges filed by the union with the Board.

Despite the employer's union-bust-



Lisa Pauciello, daughter of Albert Pauciello, a member of Teamster Local 929 in Philadelphia, Pa., received an award for excellence in student teaching from the Philadelphia Art Teachers' Assn. The award is presented to a graduating senior of Temple University.

ing campaign, the Gilbarco workers voted for Teamster representation with an overwhelming two-thirds margin.

In the face of such a showing of employee support, the employer agreed to settle the unfair labor practice charges—which included the reinstatement of those wishing to return to the job along with payment of backpay totaling nearly \$2,200.

## Receives Award



Louis F. Peick (right), secretary-treasurer of Teamster Local 705 in Chicago, Ill., recently received an American Legion award for "meritorious service on behalf of our disabled veterans throughout the state." Making the presentation was John Navigato, commander of the Neer-Goudie Teamsters Post 846 of the Legion. The award noted that Peick had given generous time, effort, and money to help veterans confined to hospitals.

## Honored

### ● Clerical Win

Office employees of A. Y. MacDonald Mfg., Co., a wholesale plumbing supplier in Waterloo, Iowa, voted unanimously for representation by Teamster Local 844 in a recent National Labor Relations Board election, according to John L. Murray, secretary-treasurer of the local union.

### ● Texas Win

By a better than 7-3 margin, employees of Riley Mack Sales & Service, Inc., in San Antonio, Tex., voted for representation by Teamster Local 657 in a recent National Labor Relations Board election.

H. L. Lloyd, president of Local 657, said 18 employees were eligible to ballot. The vote was 13 to 5 in favor of the union.

The bargaining unit includes mechanics and helpers, painters, body repairmen, counter men, porters, and clerical workers.



**In Philadelphia****Capitol Airways Agreement  
Inked for Flight Engineers**

Signing a contract covering flight engineers at Capitol International Airways are (left to right): Seated—William Ferchak, Teamster Airline Division representative; Al Pittman, Capitol general manager; Frank Roach, Capitol vice president; Standing—John Hetzell, secretary-treasurer of Teamster Local 161, and David Booth, flight engineer.

A Teamster agreement covering flight engineers employed by Capitol International Airways was signed in Philadelphia, Pa., recently and provided substantial wage gains and improvements in working conditions.

It was the third contract signed at Capitol this year, according to John Hetzell, secretary-treasurer of Teamster Local 161. Agreements already

completed cover flight navigators and flight attendants.

Local 161 now represents more than 600 members employed at the airline in 6 different class and craft groups. Negotiations for the mechanics and related crafts contract are now underway. Other pacts soon to follow cover the stock clerks, commissary workers, and guards.

**At Testimonial**

Playing prominent roles in a New York City testimonial dinner for General Organizer Jack Goldberger (left), were Mrs. Josephine Hoffa and son, James P. Hoffa. More than 1,800 gathered to honor Goldberger who was presented a distinguished service award by Teamster Lodge 2201 of B'nai B'rith.

**Tampa Local  
Wins Firing  
Decision**

Howard Hall Co., Inc., of Tampa, Fla., violated the Act by terminating Pat Carlton because of her activity for Teamster Local 79, and by interrogating and threatening other employees, according to a recent National Labor Relations Board decision.

The Board, agreeing with the trial examiner, also found that a bargaining order was warranted.

The proceeding arose out of an attempt of the employer's Tampa office clerical employees, 2 in number, to organize and be represented by Local 79 which for a number of years had represented the company's Tampa terminal drivers and warehousemen.

At about the time the union requested an election, the examiner found, the employer engaged in numerous unfair labor practices. He unlawfully interrogated the 2 employees, promised them pay raises for abandonment of the union, indicated a more stringent attitude if they chose the union, and threatened that 1 employee might have to do the work then performed by the 2 if they adhered to the union.

Shortly after the latter threat, Mrs. Carlton was allegedly discharged for economic reasons. However, the examiner found the firing to be motivated by a desire to buck the union.

The Board ordered the company to cease the unlawful conduct, bargain with the union upon request, and reinstate Mrs. Carlton with backpay and interest.

**● Maine Win**

A two-thirds majority of employees of the Portland Concrete Co., in Portland, Me., voted for representation by Teamster Local 340 in a recent National Labor Relations Board election, according to Albert Page, secretary-treasurer of the local union.

**● Salesmen**

Salesmen employed by W. C. Caniff & Sons, Inc., manufacturer and seller of monuments in Boston, Mass., voted unanimously for representation by Teamster Local 122 in a recent National Labor Relations Board election, according to Ralph J. Gilman, secretary-treasurer of the union.



## New Owner Loses Ruling To Idaho Local

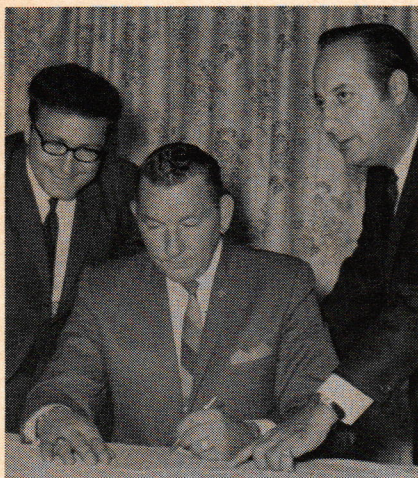
The new owner of Les Schwab Tire Centers, Inc., in Lewiston, Idaho, violated the Act when he followed up purchase of the tire retreading company with 7 discharges, shutdown of the night shift, and transfer of 30 per cent of its production work to another plant, according to a National Labor Relations Board decision.

These actions, said the Board in affirming the trial examiner's findings, were taken unilaterally without consultation with Teamster Local 551, the employees' bargaining representative. In addition, the new owner issued life insurance policies and granted wage increases for the remaining employees without discussing it with the union.

The examiner characterized the employer's conduct as "blatant disregard of the union" in the only one of its tire recapping production shops and retail stores in Oregon and Idaho where the workers had a collective bargaining agent.

The Board ordered the company to cease the unlawful conduct, bargain upon request with the union, offer reinstatement and backpay to the 7 discharges, and resume full production at the Lewiston plant.

## On Commission



John P. Greeley (center), president of Teamster Local 676 in Collingswood, N.J., is shown shortly after being sworn in as a member of the Camden County Economic Development Commission. With him are (left and right) Jeter Del Grade and John Benny, county commissioner and solicitor respectively.

August, 1968

## 600 New Teamsters

# Wire Products Workers Go Teamster in Michigan

Nearly 600 employees of Union Steel Co., in Albion, Michigan, manufacturer of small wire products, recently dumped their old union affiliation and decided to go Teamster by a whopping 9-to-1 margin.

James L. McCann, secretary-treasurer of Teamster Local 164 in Jackson, Mich., said the Union Steel workers voted 464 to 34 for affiliation with the Teamsters in a National

Labor Relations Board representation election. The 34 votes went for the incumbent union, the Stove and Furnace Workers International Union, which had been certified for 30 years.

McCann said the victory culminated a 30-month organizing campaign that began when the workers indicated dissatisfaction with their old union and came to the Teamsters for help.



Joining forces under the Teamster banner are Martin Hand, president of Local 164, shaking hands with Kermit Linscott, chief steward of newly organized wire plant workers in Albion, Mich. Supporting the affiliation are members of the organizing committee.

## New Hope

# Local 509 Wins NLRB Case Against Owens-Corning Plant

A favorable National Labor Relations Board decision has brightened hopes of Teamster Local 509 in Columbia, S. C., that some 1,400 employees of the Owens-Corning Fiberglass plant in Aiken, S. C., will have another chance to decide whether they want Teamster representation.

The Board ruled on unfair labor practice charges brought by Local 509

that Owens-Corning had illegally fired two employees for their Teamster activity, and had unlawfully implemented increases in benefits to persuade workers to vote against the union. The discharges were ordered reinstated with backpay and interest. A new election is expected to be ordered by the Board.

The litigation developed out of a



lengthy organizing campaign at the plant topped by an August, 1967, 2-union election in which the results were inconclusive. A runoff ballot was delayed for 5 months and during the interim the employer committed the unfair acts with the result that Local 509 lost the second vote by a mere 28 ballots.

Thomas E. Flynn, International Vice President and director of the Eastern Conference of Teamsters, commented that the favorable Board ruling "should boost the morale of these persevering employees who have had to endure the attacks of their anti-union employer and the long delays of the NLRB proceedings."

## Bottler Learns Lesson in New Orleans

Royal Crown Bottling Co., of New Orleans, La., violated the Act by declining to reinstate its driver-salesmen who staged a brief refusal to work, said the National Labor Relations Board in a recent ruling affirming the trial examiner's findings.

The 3-hour refusal was in protest of the soft-drink bottler and distributor's unilateral action in changing the drivers' wages and working conditions, principally the discontinuance of employing helpers on the trucks.

The protesting driver-salesmen considered helpers essential because they prevented pilferage of the bottled products from the open trucks—a serious matter to the drivers since they were financially responsible for losses.

The employer's action was implemented after Teamster Local 270 won a representation election in the unit of driver-salesmen.

Royal Crown was ordered by the Board to cease the unlawful conduct, reinstate the driver-salesmen with backpay and interest, and furnish helpers or covered trucks which can be locked against thefts.

## • In Nebraska

Drivers and dockmen employed by Great Plains Transportation Co., in Omaha, Neb., voted overwhelmingly for representation by Teamster Local 554 in a recent National Labor Relations election, according to Albert S. Parker, secretary-treasurer of the local union.

## Good Faith Ruling Won By Local 490

Vaca Valley Bus Lines of Fairfield, Calif., said the National Labor Relations Board in a recent decision, violated the Act by refusing to bargain in good faith with Teamster Local 490 of Vallejo, Calif.

The examiner found the employer guilty of a refusal-to-bargain violation of the Act. The company also was found guilty of interrogating its employees, threatening to close down its operation if employees selected the union, threatening discharge, giving employees the impression that it was engaged in surveillance of their union activities, telling its employees that it would not deal with the union, and finally, the employer was found to have physically assaulted an employee for engaging in union activities.

The Board ordered the employer to cease the unlawful conduct and bargain with the union upon request.

## • Electric Win

Teamster Local 968 of Houston, Tex., has been certified by the National Labor Relations Board as re-

## Teamster Son



Manny Crespo, son of Jose Crespo, a member of Teamster Local 198 in Miami, Fla., recently was signed to a Boston Red Sox contract as one of the hottest young shortstop prospects around. The father is a shop steward employed at Nachman Corp., in Miami.

presentative for 53 employees of the Sam Houston Electric Cooperative, Inc., following an organizing campaign with the assistance of the Southern Conference of Teamsters.

Renato A. Cuellar, Local 968 business representative, said the NLRB election results were unanimously for the union with no dissenting votes. Contract negotiations are underway.

## • In Wisconsin

Ninety per cent of the employees of Utility Equipment Co., Inc., of Brookfield, Wis., voted for representation by Teamster Local 200 of Milwaukee in a recent National Labor Relations Board election.

## Boss Cusses, Fires Driver, Loses Case

The president of a trucking line who described a certain truck driver he fired as "the . . . SOB . . . who brought this union trouble on me" was found by the National Labor Relations Board to have discriminatorily discharged the man in violation of the Act.

Involved in the case were the Thompson Transport Co., Inc., of McPherson, Kan., and Losson J. Swanner, a member of Teamster Local 795 in Wichita, Kan.

The Board affirmed the findings of the trial examiner who viewed Swanner's firing as unlawfully motivated because of his activities on behalf of the Teamsters local union which won a representation election among the employer's oil products truck drivers.

Swanner was a union observer at the election and in a strike following unsuccessful negotiations for a contract was a picket captain on the line 12 hours a day. The strike finally ended with a contract agreement.

Testimony by a former office employee verified that the company president had used the nasty language quoted in the decision released by the Board. The Board also sustained the examiner's finding that the employer had violated the Act further by making coercive and threatening statements to the drivers through his supervisors.

The Board ordered the employer to cease the unlawful conduct, and offer Swanner immediate and full reinstatement with backpay and interest.



## **Teamsters in Front**

# **California Labor Pushes Plan To Get More for Medical Dollar**

INSURANCE companies in California were warned recently that if they did not move to protect their beneficiaries they might lose their lucrative health insurance business in the union field.

Giving the word to the California Insurance Health Council was the California Council for Health Plan Alternatives.

The first group is an organization of state insurance companies. The second group, CCHPA, was formed to get the message across to doctors, hospitals and insurance companies that medical and hospital care are "uneconomical, archaic, and inequitable."

International Vice President Einar O. Mohn, director of the Western Conference of Teamsters, told the insurance executives in his capacity as chairman of CCHPA:

"If you are unable or unwilling to exercise some control over the quality and cost of medical care, we will find some other way to do the job than through insurance companies."

He added, "We know we can't get along without doctors and hospitals, but we think we can get along without the insurance companies."

Virtually all of California's 1.5 million union members—including more than a quarter of a million Teamsters—have medical and hospital insurance under collective bargaining agreements. The contracts call for employ-

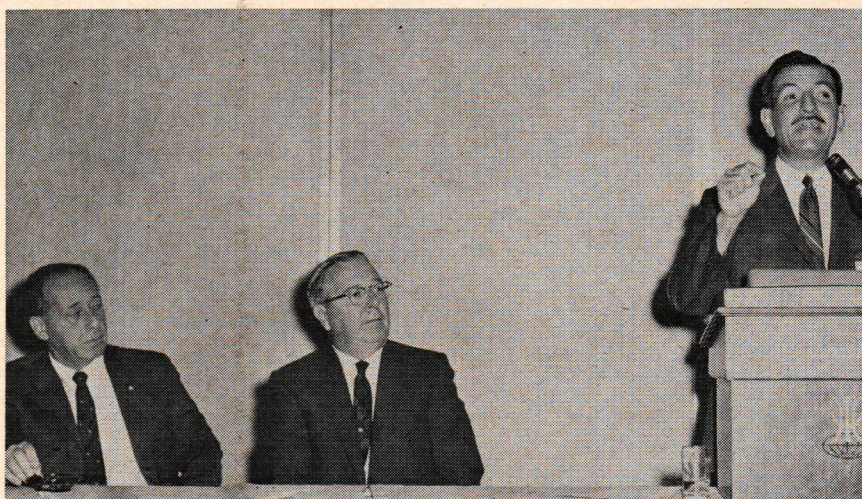
ers to pay an estimated \$700 million annually into some 500 health funds for workers' protection.

However, spiralling costs of health care have diluted coverage to half of what it was when the bulk of the plans were first negotiated some 15 years ago. This is in spite of the fact that premiums have more than doubled in many cases. The result is that many of the funds meet only about two-thirds of health care costs.

The worker must pay the remaining sum out of his own pocket.

Because of this situation, the CCHPA was formed and about 150 representatives from trade unions throughout California participated in the 2-day meeting chaired by Mohn.

Mohn set the tone for the meeting when he proposed that it was time for union leaders to start thinking "in terms of negotiating health care, rather than strictly money, for our



International VP Einar O. Mohn (center), director of the Western Conference of Teamsters, was chairman of the meeting of the California Council for Health Plan Alternatives, attended by 150 union representatives seeking better medical care for union fund dollars. At the microphone is Melvin Glasser, United Auto Workers, who discussed inadequacies of medical care. Seated with Mohn is Louis Goldblatt, Secretary-Treasurer of the ILWU, who also addressed the delegates.



people.”

He pointed out that little has been done about determining why costs are so high, and surveillance of services is non-existent as far as most unions are concerned.

Mohn declared the time has come for unions to let doctors, hospitals, insurance carriers, as well as state and federal government officials know that there is a united group determined to get effective action on health and medical care programs.

Other major speakers at the meeting touched on the inadequacies of existing health care and the escalation in costs. Melvin Glasser, director of the United Auto Workers Department of Social Security, summed up the general feeling by stating:

“Our health care programs are ill-designed to meet current needs. In the last 2 years, costs of medical care have increased two and a half times more rapidly than general cost-of-living. I do not believe that labor and management is exercising its responsibility if it does not demand top medical care. By working together, unions can design better programs, including those relating to dental care and drugs, and upgrade general health care to meet modern-day needs.”

Louis Goldblatt, Secretary-Treasurer of the International Longshoremen's and Warehousemen's Union, told the meeting that the traditional

method of providing health care has made unions highly efficient collection agencies for doctors and hospitals. He added that he was convinced “CCHPA is the only consumer group in existence which can effectively treat with the problem of checking escalating costs and improving the quality of medical care.”

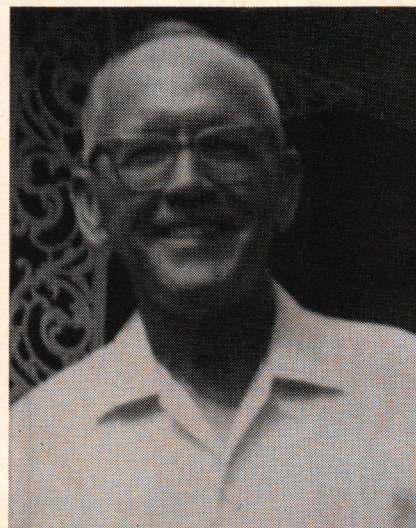
Echoing the complaints of the union leaders was a lone management representative, Ben Goodenough, president of the Pacific Maritime Assn. He proposed that labor work in concern with management in tackling health care problems—with the purpose of obtaining the greatest benefits for the most people at the lowest cost.

#### Groundwork

Goodenough expressed regret that neither management nor unions have been properly represented on various bodies appointed to advise or deal with the overall health care of the nation.

Delegates at the meeting gave their consent to the council's pursuance of its work until the organization is formalized through adoption of bylaws and a financing structure. Meanwhile, it was agreed that CCHPA would continue to lay the groundwork for seeking a broader role in health planning, establishment of care criteria, and the equitable fixing of costs.

## Retiree



James R. Spears, a member of Teamster Local 512 in Jacksonville, Fla., recently retired after many years as an over-the-road driver. Spears, formerly employed at Central Truck Lines, now concentrates on fishing and similar pursuits.

## Auto Firm

By a nearly 3-to-1 majority, employees of Holmes Tuttle Broadway Ford, Inc., in Tucson, Ariz., recently voted for representation by Teamster Local 310 in a National Labor Relations Board election.

William W. McCollum, president of Local 310, said 79 workers were eligible to ballot. The tally was 45 for the Teamsters and 17 against.

Included in the bargaining unit are mechanics, tool and parts men, paint and body men, dispatchers, janitors, and other employees except guards and white collar workers.

## Teamster Beauty



Mr. and Mrs. Richard Stoner—he's a member of Teamster Local 650 in Waterloo, Iowa—are pleased as punch at the accomplishment of their daughter, Becky, recently named “Miss Iowa '69” and therefore eligible to compete in the Miss U.S.A. competition in May, 1969.

## Election Pace Set by IBT During May

Teamsters Union organizers paced the field again during the month of May as National Labor Relations Board statistics showed that in single-union elections:

—Teamster affiliates took part in 192 of the 648 ballots and won 112 of the 374 total election victories won by all unions—marks of nearly 30 per cent in both instances.

—Of 14,480 employees eligible to vote in the units won by unions, some 2,713—or better than 19 per cent—elected to go Teamster.



**In Cincinnati**

## Driver Uses Sheer Strength To Halt Runaway Automobile

A quick-thinking Teamster with a strong arm and an eye for leverage probably not only saved motorists and pedestrians from death or injury but



Bill Brown

possibly prevented a lot of damage on a Cincinnati, Ohio, street recently.

The saga of Bill Brown's feat—he's a member of Teamster Local 100 in Cincinnati—is best described by a witness, Mrs. Lee R. Davis, whose letter came to the attention of Brown's employer, Alfred B. Besl of the Besl Transfer Co. Mrs. Davis wrote:

"During the rush hour on Friday, there was a dramatic action performed by a truck driver. I was following this truck north when the double line of traffic stopped for the light at an intersection. At this moment, a parked car started to move down the hill. No one was in the car.

"The truck driver jumped from his cab and tried to get in the car, but it was locked. He ran in front of the car and with sheer strength stopped it. Not another soul got out to help him hold the car. I scoured the street with my eyes looking for a brick or rock to get for him, but there was nothing.

"Seeing that no one would help him, this truck driver kicked and pulled and tugged at the wheels of the car until he got them turned into the curb. Then he got back into his cab."

Mrs. Davis took the license number of the trailer and wrote her story to a local newspaper columnist who

published the tale of the runaway parked auto. Eventually Brown, who mentioned the incident to his boss when he checked in that evening, was identified as the unsung hero of the avenue.

Mrs. Davis confessed that later she realized that she could have pulled her car up bumper-to-bumper with the runaway car—as long as Teamster Brown had stopped its downhill roll—to help him out.

"But," she added, "apparently no one else in all those lines of traffic was thinking either, so his quick action should be given that much more credit."

### Miami Local Wins Ruling By NLRB

Levitz Furniture Co., Inc., of Miami, Fla., violated the Act by refusing to bargain with Teamster Local 390 as the certified bargaining representative of its employees in an appropriate

bargaining unit.

The Board sustained the trial examiner's findings in making the decision. The dispute involved a challenged representation election. The employer refused to bargain because he claimed the certification of the union was invalid.

Particularly, the company said the union's campaign propaganda contained misrepresentations. However, the trial examiner agreed with the regional director's finding that the statements in question were permissible campaign talk.

Finding that new evidence failed to support the employer's contentions, the examiner determined that the refusal to bargain was a violation—a decision upheld by the Board which ordered the company to cease the unlawful conduct and bargain with the union upon request.

### • Lunch Win

Twenty-five employees of Fosters Lunch Systems, Ltd., in San Francisco, Calif., voted almost unanimously for representation by Teamster Local 856 in a recent National Labor Relations Board election.

Rudy Tham, secretary-treasurer of Local 856, said 25 workers employed in the restaurant service company were eligible to vote. The tally was 22 for the Teamsters and only 2 against.

## Big Decision



Lou Hernandez, son of Luciana Hernandez, a member of Teamster Local 36 in San Diego, Calif., has been struggling with a decision this summer—whether to go to college or play professional baseball. The 18-year-old Teamster son was the first player to be drafted by San Diego's new National League franchise. He had been planning to attend college after graduating from San Dieguito high school.



**Joint Council 16**

## Third Annual Art Show Held At New York Teamster Center

Members of local unions affiliated with Teamster Joint Council 16 and active in the council's Teamster Art



International VP Joseph Trerotola (right), president of Joint Council 16 which sponsors the Teamster Art Center, is shown with Rep. William F. Ryan (D-N.Y.) at the Teamsters 3rd annual art exhibition.

Center in New York City recently held their annual exhibition.

Altogether, 125 items were exhib-

ited and included oil paintings, water colors, drawings and sculpture representing a cross-section of the work completed during the past year.

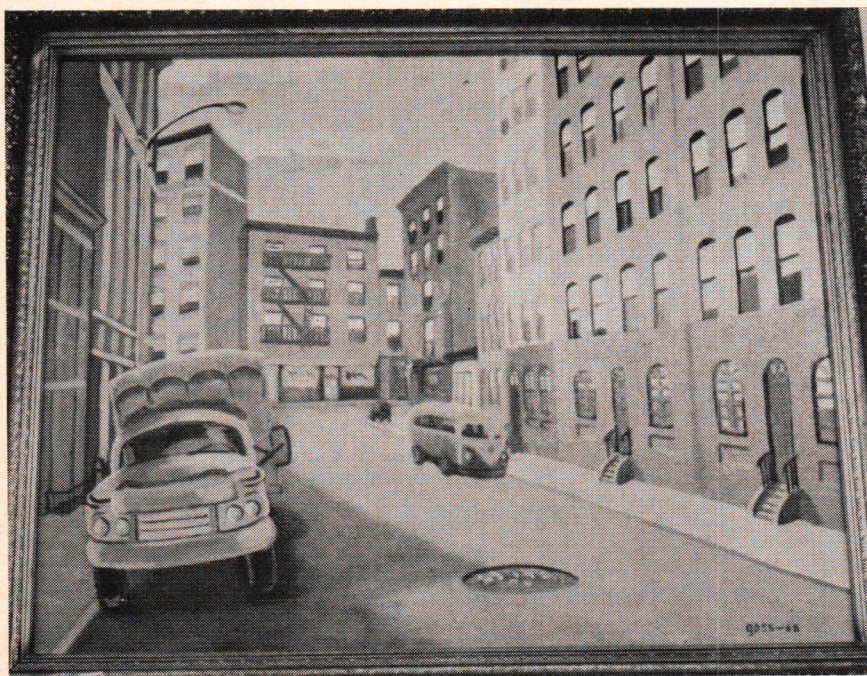
Saul Solomon, director of the center, said the art efforts of the members showed a vast improvement over work in last year's exhibition, and that the general level and quality of the paintings and sculpture was extremely high.

International Vice President Joseph Trerotola, president of Joint Council 16, was on hand for the show and expressed pride in the work of the Teamsters who entered their art achievements.

Trerotola said the art center was important because it encouraged the membership to develop a hobby from which lasting satisfactions and rewards can be enjoyed.

The exhibition was well attended by the public. Some of the guests included congressmen, state assemblymen, and numerous Teamster officials.

All members of Joint Council 16 unions are eligible to participate in the program. Classes are free and held every evening.



Joseph Goss, a member of Teamster Local 816 and a student at the Teamster Art Center in New York City, painted this real-life study which he called "Jones Street."

### Bill Passed To Probe Swindles

As congressional adjournment neared, the Senate gave its approval to a joint resolution aimed at protecting the consumer against home swindles.

It authorized the Federal Trade Commission to conduct a 1-year investigation of unfair practices in the home improvement industry, including the relationship between "fraudulent contractors and their product suppliers and finance companies."

The resolution resulted from a report by the President's Consumer Advisory Council which pinpointed home improvement frauds as one of the major areas of consumer exploitation.

Consumer losses are estimated at as high as \$1 billion yearly as a result of home improvement frauds.

### ● Scholarships

Teamster Joint Council 34 in St. Paul, Minn., recently announced the winners of 1-year college scholarships worth \$500 each.

Donald G. Hiel, vice president of the council, said the scholarship winners were: Bonnie Jean Hildebrandt of New Brighton, Minn.; Melodie June Wilson of St. Paul; Barbara Jeanne Peterson of Wyoming, Minn., and Steven A. Borgstrom of Newport, Minn.

### ● Cotton Mill

With an almost unanimous vote, production and maintenance workers employed by Western Cotton Products Co., a cotton and safflower oil mill in Phoenix, Ariz., voted for representation by Teamster Local 274 in a recent National Labor Relations Board election.

Vernon E. Case, Local 274 secretary-treasurer, said some 80 workers were eligible to ballot. The vote was 59 for the Teamsters and only 3 against.

### ● Petroleum

A large majority of the employees of Southern Petroleum Co., Inc., in West Memphis, Ark., recently voted for representation by Teamster Local 984 of Memphis, Tenn., in a National Labor Relations Board election.



**Better Acquainted****Bufalino Addresses Students At Notre Dame University**

With the aim of helping students become better acquainted with the Teamsters Union and organized labor in general, William Bufalino, special counsel and International Representative for the IBT recently addressed the Student Management Club at the University of Notre Dame in South Bend, Inc.

Responding to an invitation given the International Union, Bufalino



**William Bufalino, special counsel for the International Brotherhood of Teamsters, shown addressing an audience of students at the University of Notre Dame. He was presented a bronze plaque by the students in appreciation for a "unique" experience.**

touched all the bases as he appeared before one of the largest audiences ever to hear a visiting "lecturer" at the university.

It was during the question-and-answer period that Bufalino touched on a subject dear to the hearts of all Teamsters Union members. Replying to an inquiry about Hoffa, Bufalino told the students that while no liaison now exists between Hoffa and the union, there still remained "the bond which he has already created and the respect and admiration which we have for our great General President."

Bufalino added:

"During the interval of Mr. Hoffa's absence, he has handed the reins of

the Teamsters International Union into the most capable hands of our General Vice President, Frank E. Fitzsimmons, who has been doing an outstanding and most masterful job in conducting the affairs of the largest and most effective labor organization in the world."

Much of Bufalino's talk centered on labor's relationship with students and the latter's understanding of unionism.

**Greater Attempt**

He said unions must make a greater attempt to comprehend the problems of the student as well as explain its own aims and objectives. In this manner, students can get a better grasp of the labor viewpoint, he said.

Current labor organization programs in this area, Bufalino said, are fragmentary. He added that such projects should not be conducted in a spirit of propaganda but rather in an effort to help students see the true role of organized labor—both its blemishes and assets.

As a starter, Bufalino declared:

"The law has not yet taken full cognizance of the fact that trade unions are affected with the public interest. In fact, the public is ahead of the courts. The wise labor leader will respect public sentiment rather than exploit legal advantage.

**Challenges**

Any crisis will finally be resolved only if labor leaders conduct themselves in a socially responsible manner. Unless they can keep the benevolent support of the public, they cannot continue to grow in stature. The day is past when labor can make its position secure through collective bargaining alone."

Bufalino dwelt at length upon the collective bargaining relationship between unions and management and the challenges that the association offers to both groups in terms of industrial peace, equitable return, and technological progress.

**Five 3-Day Weekends Every Year**

President Johnson signed into law a measure establishing five 3-day holiday weekends every year.

Although the new law will not become effective until Jan. 1, 1971—the delay was requested by the calendar industry — it affects Washington's Birthday, Memorial Day, and Veterans Day, and adds Columbus Day as a new national holiday. Labor Day, which always falls on Monday for a 3-day weekend, is the fifth.

The law provides that starting in 1971, Washington's Birthday will be observed on the third Monday in February; Memorial Day on the last Monday in May; Veterans Day on the fourth Monday in October, and Columbus Day on the second Monday in October.

**• Garage Win**

Garage employees of the Bob Reese Motor Co., in Twin Falls, Idaho, recently voted for representation by Teamster Local 483 of Boise in a National Labor Relations Board election.

Elgie Farris, secretary-treasurer of Local 483, said the joint organizing campaign conducted with the Machinists resulted in an election tally of 10 for union representation and 8 against.

Included in the bargaining unit at the new car dealership are mechanics, body and fender men, painters, tiremen, wash and lube, and parts department employees.

**Coming Dates of Political Significance**

**Important political dates in the coming months are:**

—Aug. 5, 1968—Republican National Convention convenes in Miami Beach, Fla.

—Aug. 26, 1968—Democrat National Convention convenes in Chicago, Ill.

—Nov. 5, 1968—General election in all states.

—Dec. 16, 1968—Meeting of the Electoral College.

—Jan. 6, 1969—Counting of electoral votes by a joint session of Congress.



**Previant Reports on****Important Legal Decisions Affecting Organized Labor**

*Following is a synopsis of the more important legal cases affecting the Teamsters Union as presented by Chief Labor Counsel David Previant at the recent General Executive Board meeting in San Diego, Calif.:*

**Authorization Cards**

Several U.S. Courts of Appeals have held that authorization cards are not valid for the purpose of obtaining recognition from the employer if there was anything written on the card or told to the signer that indicated that the card might be used to obtain an election.

These decisions are more severe than the National Labor Relations Board rule which had invalidated cards only if the signer was told that the *only* use of the cards would be for an election.

Under these new court rulings, no language on the cards and no state-

ments made to potential members should state or imply that the signing of the card could result in an NLRB election. The potential member should be told that the only purpose of the card is to designate the union as his representative.

**Casual Talk**

Establishing a new rule to govern the conduct of its elections, the NLRB has determined that representation elections will be set aside if agents of either the union or the employer engage in "sustained conversation with prospective voters waiting to cast their ballots, regardless of the content of the remarks exchanged." This case was reported fully in the May issue of *The International Teamster*.

**Alamo Express**

The Fifth Circuit has determined that Alamo Express, Inc.'s discrimination against a union member and other

interference with employee rights violated court decrees issued following a 1965 organizing campaign by Teamster Locals 657 and 988.

It was found that a terminal manager had promised temporary employees they would be able to keep their jobs longer if the union lost an NLRB election and that an employee was fired for testifying against the company in a Labor Board proceeding.

For these flagrant Taft-Hartley violations, the company was adjudged in civil contempt of court and ordered to cease its unfair labor practices and to reinstate the discharged employee with backpay.

**Braswell Case**

A federal district court in California confirmed the decision of the Joint Western Area Committee requiring Braswell Motor Freight Lines to offer reinstatement, with full seniority, to those members of Teamster Locals 208, 224, and 357 who in 1962 observed picket lines protesting the unfair labor practices of a Braswell subsidiary operating within the jurisdiction of the Southern Conference of Teamsters.

**Insignia Protection**

The Superior Court of New Jersey has issued a preliminary injunction restraining the self-styled Independent Teamsters Local 707 from using the International's insignia or any similar mark, using the word "Teamsters" in its title or for identification, or representing itself in any way which would reasonably cause the public to believe that it was an affiliate of the International Union.

**Bread Display**

In a Section 10 (k) jurisdictional dispute case, drivers represented by Teamster Local 432—rather than employees represented by the Retail Clerks—have been awarded the work of stocking, displaying, and arranging bread and bakery products delivered to the employer's retail stores from its own bakery.

Finding the traditional criteria for solving jurisdictional disputes of little help, the Board majority based the award on the skill and special training of the drivers, the efficient operation of the business, and the fact that previously most of the drivers had performed the same work for the bakery before it was purchased by the retail chain.

**Library Restoration**

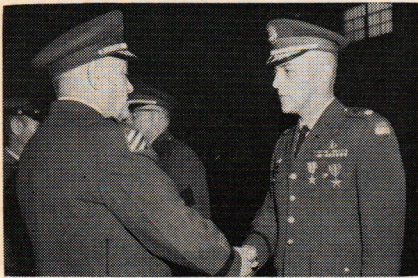
Officers of Teamster Local 107 in Philadelphia, Pa., are shown as they discuss creation of a fund-raising program to restore the library of the Rev. Dennis J. Comey, dean of St. Joseph's College Institute of Industrial Relations. The library was destroyed by fire a year ago. Standing (left to right) are: Jack Cassidy, secretary-treasurer of Local 107; John J. Greeley, general organizer; Father Comey, and James Shissler, Local 107 vice president. Seated is Robert McQuarrie, International Union auditor.



## Army Chaplain

# Honorary Teamster Member Saves Lives and Souls

Father John P. McCullagh, an honorary member of Teamster Local 282 in New York City, received high decorations for combat action in Viet-



nam in which he saved lives as well as souls.

Father McCullagh has crawled through heavy Communist fire on numerous occasions to carry or drag wounded American paratroopers to safety in 120 days of combat operation with the 173rd Airborne Brigade.

A Brooklyn native, the Catholic priest administered at St. Athanasius Church in Bensonhurst before joining the army's chaplain corps in 1959.

Now a major, Father McCullagh has 15 combat missions to his credit and conducts mass in the jungle using vestments made from camouflaged parachute material.

"If I stayed in the rear instead of up front with the troops, I might just as well be back in Brooklyn," Father McCullagh was quoted recently.

It was this approach to his duties that brought him deep into the conflict and resulted in his being awarded the Silver Star and Bronze Star for heroism.

The chaplain's other awards and decorations include the Air Medal, Army Commendation Medal (two awards), and a pair of Presidential Unit Citations besides service campaign ribbons with appropriate battle stars.

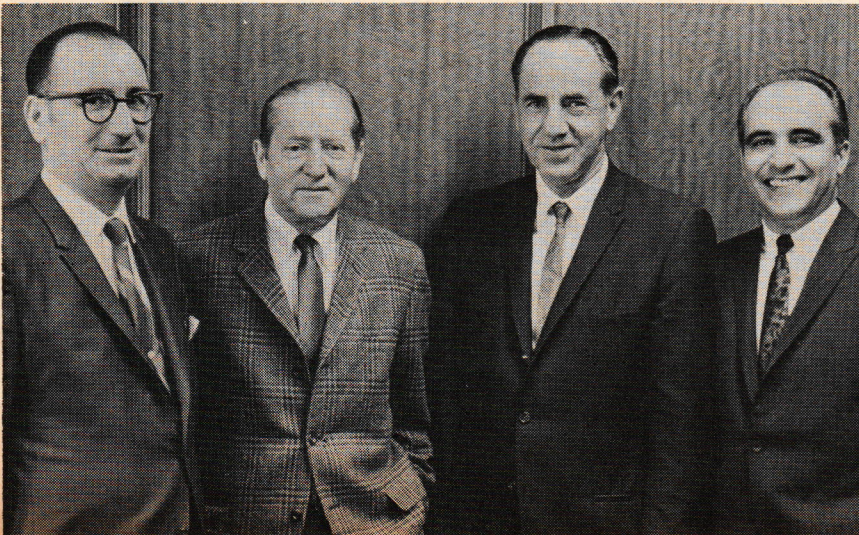
## Local 156 Joins With Boss In Job Opportunity Program

Teamster Local 156 in Philadelphia, Pa., with some 4,000 members driving for Yellow Cab Co., has joined with management in developing a job pro-

gram that has added more than 200 drivers to the fleet with a prospect of another 300.

Actually an apprentice program

Teamster Local 156 officers who played prominent parts in developing cab driving jobs for hard-core unemployed youths in Philadelphia, Pa., are (left to right): John Bono, trustee, Charles Fels, secretary-treasurer, David Kaplan, trustee, and Joseph J. Papa, vice president.



of sorts, it is strictly a private venture and does not come under any federal grants. However, it does operate in an alliance with several local projects.

Charles Fels, secretary-treasurer of Local 156, said on-the-job training and some classroom work are engaged in by the new employees most of whom are in the 18-to-21 age bracket. The trainees must have 2 years' driving experience and are on probation for 90 days.

Aimed at providing employment for the hard core jobless, the job openings were made possible by a change in Pennsylvania law which previously had required an age minimum of 21 years for cab drivers. Local 156 successfully pushed for a lowering of the age limit to 18, making jobs available to many young people.

Fels said plans are in the offing to train and hire mechanics in the same manner under the Opportunities Industrialization Center program.

## ● Automotive

Teamster Local 239 of New York City has won a pair of National Labor Relations Board representation elections conducted at automotive centers in the giant Macy's-Bamberger's chain.

Max Sherman, president of Local 239, said the most recent victory was at Bamberger's automotive center in Paramus, N.J., a division of Macy's, where sales, service and clerical workers voted 14 to 9 for the union despite a vigorous anti-union campaign waged by the company. A few weeks earlier, workers at Macy's Bayshore automotive center voted for the union.

## Illinois Member Writes

Dear Sir and Brother:

I retired on Feb. 1, 1968, after having been employed at the Independent Engineering Co., of O'Fallon, Ill., for 28 years—the name was changed recently to American Cryogenics, Inc.

I owe all to Teamster Local 50 of Belleville, Ill., and the International Brotherhood of Teamsters. I received my first pension check and am really enjoying my retirement very much.

Many thanks to all of you for making all this possible.

s/ Carl H. Poignee



**Actor, Etc.**

## San Francisco Local Officer Pursues Numerous Activities

Rudy Ortega, a long-time Teamster and vice president of Local 960 in San Francisco, Calif., has a number



**Rudy Ortega**

of pursuits in which you may see his face at unexpected times.

Besides being a staunch union of-

ficial, he also is an actor and often works as a fight referee. He recently refereed the world championship bout between heavyweights Jimmy Ellis and Jerry Quarry. As an actor, Ortega has had many parts in a score of films and television shows.

Ortega began his career as a fighter and once tangled with Floyd Patterson for the world middleweight crown. Ortega's career score in the ring was 27 wins and 5 losses.

Upon retiring from the ring, he joined the select group of fight referees in the Bay area. Along the way, a friend persuaded him to take a part in a musical play and it was the beginning of another career.

Ortega played a Mexican peasant in the film, "Petulia," a policeman in "Bullitt," an able seaman in "The Graduate," and a gangster in a Japanese film. He has been working in the role of a gangster in a Woody Allen film under production.

His television roles have included stints in the "I Spy" series and other

action programs.

When not refereeing or acting, Ortega returns to his base occupation as an automobile salesman. Before his election as vice president of Local 960, he served as a trustee for more than 10 years.

### Researcher Moves to West Coast

David W. Salmon recently was appointed research director for the Western Conference of Teamsters by



**David W. Salmon**

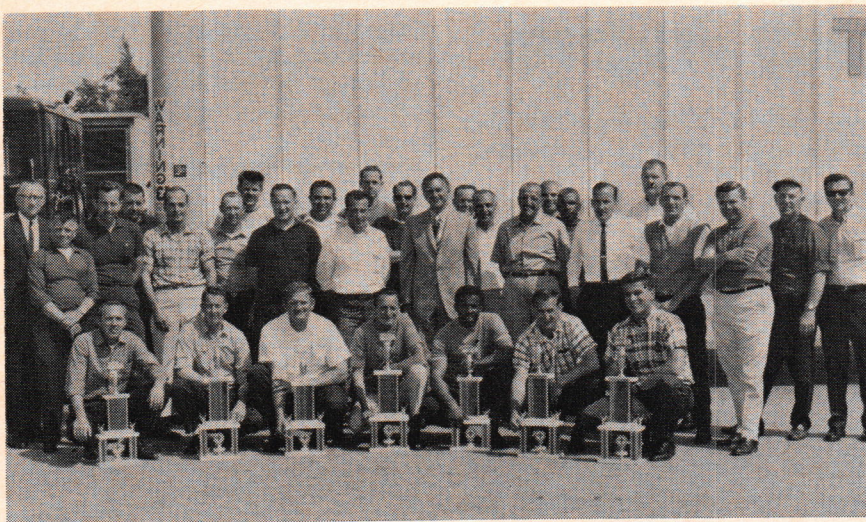
International Vice President Einar O. Mohn, head of the WCT.

For the past 15 years, Salmon has been in charge of research activities for the Central States Conference of Teamsters with headquarters in St. Louis, Mo., and frequently participated in Western Teamster meetings.

A native of Salt Lake City, Utah, Salmon is a graduate of Stanford University. He received a doctorate in political science from that school in 1947. Salmon was an assistant economist for the U.S. Bureau of Labor Statistics on the West Coast in the early 1940's.

Besides his Central Conference research work, Salmon has played a prominent role in training and instructing business agents and stewards. He also taught at Washington University in St. Louis, Mo., where for the past 2 years he has lectured on subjects related to trade unionism.

## Company Rodeo



Drivers employed by Tose, Inc., Norristown, Pa., recently took part in the firm's first company rodeo. To qualify, drivers had to have an accident-free record for a year. Six of the 7 winners were from Teamster Local 384 in Norristown, while the 7th winner was from Teamster Local 773 of Allentown, Pa. Shown are (left to right)—Kneeling, winners J. Soppick, W. Grube, J. Hughes, L. McHarg, W. Coates, J. Kovach, P. Catania; Standing—A. W. Palm, company vice president, G. Wujcik, B. Vullings, H. Smith, A. Gemma, R. Zono, J. Harris, J. Nolan, N. Pappas, J. Domenico, D. Strunk, M. Santillo, President L. Tose, J. Moran, R. Fazio, G. Chencorain, S. Borzelleca, L. Harris, H. Vullings, R. Clark, M. Dennis, F. McMonagle, S. Wannop and H. Huston.



# DRIVE Talks To GOP Platform Committee

*(Editor's Note: The following are the statements of Teamster General Vice President Frank E. Fitzsimmons and the presentation of DRIVE Director Carlos Moore to the platform committee of the National Republican Party.)*

We in the International Brotherhood of Teamsters, Chauffeurs, Warehousemen, and Helpers of America believe that the survival of our democracy depends primarily upon the survival of the two-party system.

We also believe that the survival of the two-party system depends primarily upon those parties being receptive to the needs of the citizens of the United States and the organizations to which they belong.

It is in this spirit that I come before the deliberations of this important and honored committee of the National Republican Party.

We represent the wishes and the aspirations of 1,900,000 working men and women and their families in every state in the nation. We know these people to be interested in the objectives of the organization which represents them for collective bargaining purposes because in a broader sense they believe that their wishes and aspirations promote the general welfare of the entire country.

While we tend to identify these 1,900,000 working men and women as members of the Teamsters Union, it must also be remembered that they and the adult members of their families are also an important part of the public sector of our society.

In many cases, they are either elected or appointed officials of state or local governments. They serve as officers of social and fraternal organizations. They are members and serve in positions of leadership in their churches. Their children seek all the advantages of good education in the same classrooms where your children attend school.

Because of membership in their trade union and because of their responsible participation in positions of trust and responsibility in the public sector of our American way of life, we contend they are fully qualified to send a representative before such an esteemed gathering as this committee to help shape America's destiny.

We in the Teamsters, for example, certainly respect their intelligence and their dedications to the public good.

We know, for example, that when we serve these people well in a collective bargaining sense, their purchasing

power helps to lubricate the machinery of the free enterprise system which must be maintained if the values of the American way of life are to continue for generations to come.

We also know from years of experience that legislation, whether it be on a national, state, or local level, which hinders the collective bargaining process creates an encumbrance not only to their trade union objectives but also to the free enterprise system which is the bulwark of our American society.

We are particularly concerned that sometimes legislation is passed or allowed to remain on the statute books which flies in the face of the announced labor policy of both major political parties in this country. I intend to deal more extensively in this regard further on in my report which this committee has so generously afforded me the opportunity to present.

Although it may often seem, in our day-to-day contacts with senators and congressmen from the Republican Party in the Nation's Capital, that the International Brotherhood of Teamsters is primarily concerned with only union security issues, let me assure you that we realize that the welfare

of our members is directly related to the welfare of the entire nation.

Therefore, let me call your attention to our concern for the broad social issues of the times which are of such magnitude that they have created a national crisis in our cities and among the nation's rural poor. We, too, have an interest in this regard.

Let me also declare that we are interested in solving these problems while at the same time maintaining the basic values of government which have served this nation so well in the past.

We in the Teamsters channel our political and legislative efforts through an organization known as DRIVE, and I am sure that the members of this committee know these initials stand for Democrat, Republican, Independent, Voter Education.

The very name of this organization makes us bipartisan, and I am sure that the members of this committee know that we have not been captured by either national party. We support those candidates for office and those programs which make a broad appeal for the common good.

We are especially pleased with the invitation to appear before this com-

## Mr. Chairman

### Members of the Committee:

At a time every four years during which the Platform Committees of our great political parties devote their time and earnest study to the problems of the day, we believe it incumbent upon organizations representing substantial numbers of citizens to submit for consideration suggestions for the proposed platforms. We are a representative body with some 1,900,000 members.

As representatives of this group, we are dedicated to the purpose of raising the working and living standards and helping our members provide a better life for themselves and their families. Since this basic purpose depends to a substantial degree on the type of legislation enacted, we are inviting your most serious consideration and study of certain basic issues of our time.

These issues affect not only organized labor members and their families, but all Americans. We firmly believe that advocacy of the ideas we are suggesting as good for labor are most emphatically also good for America. We would not suggest to this body ideas which are limited in scope to a restricted minority.

We appreciate the invitation to submit our points for your consideration. Our submittal is brief; but, we hope, constructive.

**FRANK E. FITZSIMMONS**  
General Vice President



mittee because it indicates to us that the Republican party, at least, is willing to nominate those candidates and adopt a platform which gives that broad appeal to the working men and women of this country.

With that thought in mind, I would like to tell this committee that we in the Teamsters believe it does no good to negotiate good wages for workers and good pensions for retired members if those members and those retirees and their wives and children are afraid to go out on the street because of rampant crime and disrespect for law and order.

While we agree that no problem can be solved in an atmosphere of disrespect for law and order and authority, and while we believe that lawlessness must be firmly met and dealt with, we also believe that there is a great need in this country to determine the reasons why such lawlessness exists and then deal with the problems constructively.

We strongly believe that if we ignore those problems and only respond with the National Guard and with reinforced policemen, the day is not far around the corner when the free America as we have known it will drift into a military state.

This is why we as a labor organization come before you with proposals which are not all directly related to trade union problems. We believe that the labor movement in America, or in any country for that matter, is ready for the junk heap when its objectives are entirely selfish and self-centered in scope.

I think that the balance of my pres-

**Carlos Moore, director of National DRIVE, reports to the general executive board of the International Brotherhood of Teamsters. With Moore is Josephine Hoffa, wife of general president James R. Hoffa and president of National DRIVE Ladies Auxiliaries.**



entation here today, which deals in specifics, will prove to you that we are not only interested in those issues which will perpetuate our existence as a labor organization but that we come to you with proposals which we think are important to the welfare, and maybe even the survival, of the entire nation as a free society.

It is in this spirit that we appeal to this drafting committee for the 1968 National Republican Platform to deal boldly with the problems facing this nation, because we believe that when the Republican Party has done this, it will have expanded its appeal and will have destroyed the myth, even among some of our own people, there is only one place to turn during a national election.

Now I would like to deal specifically with proposals to this committee which represent the serious and the good-faith deliberations of the International Brotherhood of Teamsters.

## **Platform for People**

### **I. Free Collective Bargaining**

In the interest of harmonious and responsible labor-management relations, we affirm the principle of free collective bargaining and the right of workers to strike. We reject any form of compulsory arbitration or legislated settlements in labor-management disputes.

### **II. Repeal of "Right-to-Work" Laws**

We advocate the repeal of Section 14(b) of the Taft-Hartley Act. We favor the guarantee to all employees the freedom to negotiate a "union shop" clause in collective bargaining agreements.

### **III. Repeal Boycott and "Hot Cargo" Laws**

We advocate repeal of Sections 8B(4)B and 8E of the Taft-Hartley Act. These are commonly referred to as the "secondary boycott" and "hot cargo" provisions. Experience has shown that they are the instruments of strikebreaking and constitute a denial of the right of one working man to help another in the exercise of his legal right to organize and bargain collectively. The refusal to handle or patronize "unfair goods" or "hot cargo" is not a new doctrine. On the contrary this doctrine has been followed by centuries in all parts of the world and in all forms of social and economic relationships.

### **IV. Common Situs Picketing**

We advocate equal and fair treatment for construction workers employed on multi-employer sites; as part of this equal treatment we affirm their right to picket and make known their disputes.

### **V. Agricultural Employees**

We advocate extending the coverage of the provisions of the Labor-Management Relations Act to agricultural employees who should be guaranteed equal rights with other workers to organize and bargain collectively.

### **VI. Area-Wide, Industry-Wide and Coalition Bargaining**

We affirm the rights of employees, through their chosen representatives to negotiate for area-wide and industry-wide collectively bargaining agreements. We also affirm the right of labor organizations to bargain in concert with other labor organizations with a single or a multi-employer group.

### **VII. Employee Political Activity**

We affirm the rights of employees to make voluntary contributions to political activity groups of their own choosing. We affirm that, in turn, these employees' voluntary political groups have the right to make contributions to candidates of their own choosing.

### **VIII. The Right of Job Safety**

We advocate strong, uniform federally-administered safeguards for the health and safety of all workers while on the job.

### **IX. The Right of Privacy**

We affirm that all citizens have the right of privacy and we advocate repeal of Title III of Public Law 90-351 (Omnibus Crime Control Act of 1968). We advocate the guarantee to every individual his freedom from wiretapping, eavesdropping and bugging, except in the case involving the national security as determined by a Federal Court.

### **X. The Right of a Job**

We affirm the right of all Americans, able and willing to work, to an opportunity to be gainfully employed at a decent wage. We advocate a program of work opportunities provided by private industry—with Government assistance as necessary; we advocate the Federal Government as the employer only as last resort.



## XI. Social Security

We advocate a complete revamp of the Social Security system of the nation. The increases in Social Security approved by Congress in 1968 fell far short of providing minimum incomes for millions of Americans. We must recognize that Social Security is a primary source of income for most recipients—not a supplemental income insurance system. We must provide as a minimum benefit for every individual or family an income above the poverty level—with cost-of-living increases provided as necessary. A widow's benefit should be made equal to that for which her husband would have been eligible had he survived.

## XII. Tax Reform

We must have a tax system based on the ability to pay, not ability to evade. The need for a complete overhaul of our tax system has never been so acute as it is today. A fair sharing of tax burdens, based on the ability to pay, should be basis of a just and equitable system. Former Senator Paul H. Douglas of Illinois has said, "Income taxes actually could be cut in half if the loopholes were plugged up." We propose a personal exemption of \$1200 for each individual and each dependent. Mineral depletion allowances must be reduced. Capital gains must be fairly taxed; stock options and dividend exclusion loopholes should be closed. The multiple corporation must be changed so that the parent organization assumes a just burden of taxation.

## XIII. Hunger in America

The great paradox of our times is the burden of bounty and the shame of hunger in America. While we expend billions of dollars not to plant food and fiber, we spend billions to attempt to feed our hungry. It should be obvious that we have failed to find the solution in this "damned if we do, damned if we don't" approach. We believe we can overcome the problem of hunger in America, even if we cannot immediately solve the problem of agricultural surpluses. But in order to succeed we must sensibly recognize the problem, we must develop new answers, and finally and most importantly resolve to solve them.

There is hunger in the United States—280 of the nation's 3100 counties are critical hunger areas. As invisible as it may seem 29,700,000 Americans live below the poverty line and

10,000,000 are chronically malnourished according to "Hunger U. S. A."

Poverty is nationwide in its distribution, and knows no color or ethnic classification.

Inadequate nutrition can account for organic brain damage, retarded growth and learning rates, increased vulnerability to disease, alienation, frustration and violence.

Dozens of welfare agencies, public and private are pumping up to \$8 billion a year into the lower depths but reach less than 8 million of the poor, and then inadequately.

First we must locate the hungry; we must bury the myth they will automatically seek help. In every city, in every state, the hungry endure and seek out not even the existing inadequate programs we have today. Any program of assistance must begin with bringing those who need and those who provide together. In order to insure complete participation, county, regional, or area directors must insure participation of all who are eligible to apply and qualify. A maximum program of public education must be initiated to make every hungry American knowledgeable of whatever programs are available.

We must then determine what the needs of the hungry element of our Nation to be—in content and in cost. Then we must design a program to alleviate this problem. First the food stamp program must be expanded to a nationwide, federally-administered program, available weekly, to provide stamps on the basis of need.

Distribution of surplus commodity products must be drastically expanded to provide meats, protein products, vegetables and other foods that can be prepared with minimum of facilities; because the hungry generally have a minimum knowledge of preparation and available mechanical utensils. The federal government must establish programs in every city and county in the Nation where a need for such programs appears with or without state or local cooperation. We must disregard the falsehoods that people like, can survive on, and can easily cook cornbread.

We must be prepared to assist with direct cash payments where other methods of providing food cannot be substituted. And, last but not least, we must educate the hungry as to what constitutes an adequate diet; must educate them in methods of

preparation; and we must make it available.

The American public must be made aware that the problem actually exists. This is the threefold responsibility of Government, Business, and Labor.

The American public through our leadership must then determine that the problem must be and can be solved. We must appropriate whatever is necessary to provide, and efficiently distribute an adequate diet to our hungry America. An awakened, educated America will respond to the challenge and we are confident that the national nightmare can become truly the "American Dream."

## XIV. Low-Cost Housing

We all know that one of the bulwarks of American society down through the generations has been a wholesome and meaningful family life. If we are to retain this basic instrument of a responsible society, we must insure that each family has decent housing in which to foster meaningful family life as the first step of accepting responsibility as free Americans. Therefore, we urge low-cost housing as a high priority on the list for expanding the American Dream to all American citizens.

## XV. Education

In the 20th Century, we find that simply exposing our youth to the Three R's does not equip them to make a meaningful contribution in their adult years in our highly technical and social-revolutionary society. We therefore encourage this committee to adopt a plank in its platform which will expand the educational opportunities of each child to his maximum capability, including higher education, even though he may be restricted in this pursuit by his own economic situation. And certainly in this day and age there should be no racial barriers in this regard.

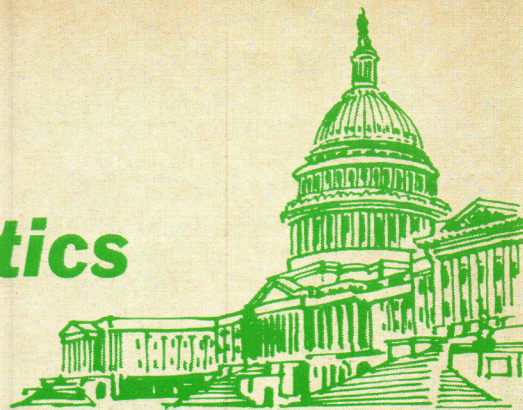
## XVI. Civil Rights

We subscribe to the findings of the National Advisory Committee on Civil Disorders and its conclusions: "It is time now to end the destruction and the violence, not only in the streets of the ghetto but in the lives of the people." And we urge the immediate implementation of the Commission's recommendations for national action with respect to employment, education, and housing.





# SPOTLIGHT ON *Legislation and Politics*



- RTW Seeks Statement

The National Right to Work Committee is urging business sympathizers to ask political leaders for their support in getting the 1968 party platforms to contain affirmative statements for retention of Section 14(b) of the Taft-Hartley Act.

- Platform Connections

"I don't know of any bank, insurance company or corporation that isn't politically connected. You look at any bank, and you'll find that they have a damn good Republican on their board and a damn good Democrat. This is part of our American Way of Life."—Thomas M. Whalen, director of investments and cash management in the New York State Controller's office, as quoted in the New York Times.

- Summer Heat

Some Republican Senators became incensed when President Johnson named Associate Justice Abe Fortas to succeed the retiring Earl Warren as Chief Justice. They cried that LBJ's action was a lame duck appointment and promised to fight it in confirmation hearings.

- 'Youth' Plank

There is speculation that both major political parties will include "youth" planks in their platforms for 1968 as an aftermath to President Johnson's request of Congress that the national voting age be lowered to 18. Liberals generally approve of lowering the voting age in the name of "more responsible citizens." Conservatives say campus uprisings prove the rising generation too immature to vote before the age of 21.

- Six-Year Term

There was little enthusiastic reaction when a former White House aide proposed that presidential terms be limited to a single 6-year stint in office. The idea was offered by Jack Valenti, one-time handyman for LBJ.

- Hippies Endorse Love

Colorado Gov. John A. Love was endorsed for President by a Denver hippie newspaper—but not because of his Republican leanings. The hippie editor explained, "Love is a pretty magical word for us."

- High-Speed Transit

President Johnson signed a bill extending for 2 years a program to continue research on high-speed ground transportation systems. The program was started in 1965. The new authorization extends the research to June 30, 1970.

- Battle of the Polls

Candidates and old pros in both major political parties are knee-deep in a war of polls. First one presidential candidate, then another, claims an edge in public opinion. The "loser" then establishes a new salient and reinforces it with still another poll. Still unchanged: Delegates will pick the candidates.

- Johnson Archives

As his term in office nears its end, President Johnson has instituted a departmental histories project. Each agency of the federal government has been asked to prepare a narrative history of its activities during LBJ's 5 years in office.



## ● Renegade Runaway

J. P. Stevens Co., one of the most flagrant violators of the National Labor Relations Act in the nation, has become so flushed with success in this respect that it no longer bothers contesting charges brought against it.

The company, which ran away to the Carolina low-wage bonanza, has managed to stall justice through legalistic machinations for years.

Unfair labor practice charges were brought against Stevens at a pair of the company's plants in Georgia—and the company was found guilty. It ignored the hearing, preferring to wage time-consuming fights in the courts.

## ● Doctors Blame Government

The official policy-making arm of the American Medical Assn., which represents some 250,000 physicians in the U.S., recently passed this convention resolution attacking the federal government's role in Medicare:

"Most of the increase in physicians' fees has been in response to the government dictum that there is to be no charity (with its alleged stigma) or to meet the rising cost of practicing under a program which demands greatly increased clerical overhead. The blame for rising medical costs lies squarely on the governmental programs rather than on the physicians."

The doctors also pledged themselves to "counter-attack now to support the private practice of medicine."

## ● Unusual Hijacking

One of the most unusual hijacking ever recorded occurred recently when a trio of thieves took a Railway Express Agency tractor-trailer and emptied it of \$500,000 worth of dimes—5 million dimes—and vanished.

The REA driver, who was kidnaped in the process of the robbery, was transporting 500 sacks of dimes when his rig was commandeered at a stop light near Ft. Lee, N.J.

The hijackers took the tractor-trailer to an unknown destination, after the driver was placed in a car and taken elsewhere, and relieved the rig of its 12-ton cargo.

## ● New Speed Timer

Indiana State Police have started using a new mechanical device to catch speeders on Hoosier highways.

Called VASCAR (visual average speed computer

and recorder), the instrument is a mechanical computer which allows troopers to measure the distance between any two points along a highway and to time a vehicle as it travels between those two points. The computer then determines the speed of the vehicle from the measured distance and time.

According to the state police, it is unnecessary for officers to be close to a suspected speeding vehicle since the clocks can be started up to a mile away.

## ● Highway Signs

The House Public Works subcommittee is making a pitch for superhighway signs that deliver the message instantly to drivers.

A recent study of 17,500 California drivers revealed that at least 1 of every 5 motorists has trouble reading traffic warning notices and directional cues, even under the best conditions.

When this happens, many drivers slow down or stop causing traffic to brake and creating hazards for other motorists.

## ● Postal Curtailment

Some 347 small branch postoffices are being closed and postmasters have been told to gear for sharp curtailment of Saturday service everywhere.

Postal Department spokesmen say the reason for the cutback is manpower reductions imposed by recent tax legislation.

While no definite date has been set for elimination of all Saturday delivery on city residential routes, there has been a freeze imposed on extension of delivery routes to new apartments or subdivisions.

## ● Abortive Plan

In a move to forestall pressures for full-scale socialized medicine, a committee of the American Medical Association recently proposed its own form of health services payment plan, providing:

—Premiums paid by the well-to-do would go into a community insurance or fiscal agency while premiums for the poor would be paid by state or local welfare agencies.

—A "negative income tax" credit system by which the poor would receive payments from the government and the rich would get partial income tax credits for part of their health care premiums.

## ● Negotiated Wage Gains

Negotiated wage increases for all industries in the first half of 1968 hit a record high of 16.4 cents an hour, according to analysis of 1,309 contract



settlements by The Bureau of National Affairs, Inc. The record was 2.7 cents above the previous high set in the first half of 1967, said BNA, a private labor reporting service.

Second quarter settlements showed a record median gain of 17.8 cents an hour—up 2.5 cents from the first quarter and up 3.4 cents from the second quarter of 1967.

Some 96 per cent of the contract settlements reached during the first half of 1968 provided wage increases of 10 cents an hour or more.

## ● Unemployment Rise Expected

More workers are expected to be chasing fewer job openings as 1968 comes to an end, according to a prediction by Arthur M. Ross who recently stepped down from his post as head of the Bureau of Labor Statistics.

Ross expects unemployment to reach 4 per cent by next January 1st, and to continue upward to 4.5 per cent by mid-1969. The reason, he says, will be the new income tax surcharge and cutbacks in federal spending.

He expects the tax hike to have a moderating effect on prices, but no effect at all on climbing wages.

## ● Historic Blackout

When the Fair Labor Standards Act was enacted and signed into law 30 years ago by President Roosevelt, the occasion did not rate very high in the judgment of news media.

The historic event—which put a floor under wages, a ceiling over hours, and curbed child labor malpractices—appeared in a brief story in the *New York Times* which noted merely that it was one of 131 bills signed into law by FDR.

There was no public ceremony to mark the signing of the bitterly fought legislation. No known photographic record of the signing is in existence.

## ● Counterfeiting Increases

In the first half of fiscal 1968, the Secret Service seized more than \$8 million in counterfeit money. The figure contrasts with 1958 when total seizures amounted to \$568,000.

A person who accepts a counterfeit bill is required by law to surrender it to the police or to the Secret Service which is an arm of the Treasury Department.

If a person knowingly passes along or even possesses a counterfeit bill, he is subject to a fine of \$5,000 and/or 15 years in prison. If a person receives counterfeit money, he is stuck with the loss.

## ● Telephone Profits

An 18-day nationwide strike didn't bother the profits of the American Telephone & Telegraph Co., as the giant company reached its highest revenues and earnings in its 83-year history recently.

AT&T's net income for the 3 months to May 31st

hit nearly \$547 million, equal to \$1 a share in dividends. The figure compared with nearly \$496 million, or 92 cents a share, for the same 3 months last year.

For the 12-month period ended May 31st, the phone company's net income jumped to \$2.143 billion, or \$3.95 a share. This compared with \$1.98 billion, or \$3.67 a share for the same period a year earlier.

## ● Military Contracts

Some 38 companies were awarded military contracts in excess of \$1 billion during the fiscal years 1961-67.

Lockheed Aircraft topped the list with \$10.6 billion over the 7-year period—the sum being 88 per cent of the company's total sales.

Among the top defense contractors were: General Dynamics, \$8.8 billion; McDonnell Douglas, \$7.7 billion; Boeing Aircraft, \$7.2 billion; and General Electric, \$7.1 billion.

## ● Manufacturers' Profits

After-tax profits of manufacturers in the United States totaled \$7.4 billion in the first quarter of 1968, according to the Securities and Exchange Commission.

The figure was a whopping 10 per cent increase over the same quarter a year earlier.

Earnings per dollar of sales—profit margins—amounted to an even 5 cents in the first quarter compared with 4.9 cents in the first quarter of last year.

## ● Package Uniformity

Undersecretary of Commerce Howard J. Samuels says there is no need to ask Congress for more enforcement power to achieve the goals of the Fair Packaging and Labeling Act.

Samuels says 11 industries have already agreed to reduce the number of package sizes they distribute from 289 to 104. Purchasers of green olives, for instance, will find only 15 different container sizes in the future instead of 50 variations.

Cereals manufacturers, meanwhile, are reported cutting their assortments of package sizes from 33 to 16. Toothpaste manufacturers are said to be cutting their 57 sizes down to a simple 5.

## ● \$100 Billion Debt

Consumer debt in the United States topped the \$100 billion mark for the first time in history last May, according to the Federal Reserve Board.

The \$100 billion level was busted as consumers took on a \$610 million more in instalment debt during that month.

As of May 30th, outstanding instalment credit totaled \$79.27 billion while non-instalment credit—such as charge accounts—hit \$21 billion for a grand total of \$100.3 billion.



# WHAT'S NEW?

## Hose and Pipe Gasket

A specially adapted gasket for use in the chemical, fuel oil and other liquid tank truck hauling industries has been successfully tested for over a year and is ready for the market.



One of the recurring complaints of tank drivers involves the problems of constantly replacing loose fitting and short lived gaskets. This new gasket combines easy replacement, excellent chemical resistance and a tailored fit.

The gasket is exceptionally attractive to drivers because of the ease with which it is installed. The driver simply snaps the gasket into the hose end. During the winter months there is no need for the driver to even remove his gloves for installation.

## Safety Mirror

A former driver of solid state trucks who worried about the lack of visibility and safety when he drove has applied for a patent for his mirror device which allows the driver to see the entire rear end of his truck.

The device includes the normal rear view mirror on the driver side of the vehicle to be combined with a second mirror placed at the rear of the truck on such an angle as to reflect any objects in the rear of his truck.

The second mirror is set up adjustably so that the driver may check all directions before backing his truck. When the truck is in normal highway use the mirror may be swung into the rear of the truck to provide for highway width clearance without obstruction.

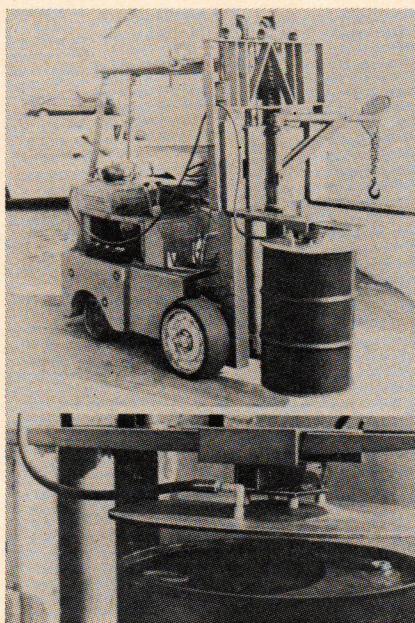
## Ply/Glass

An Ohio firm specializing in the development of tough reinforcing material for the improvement of shipping containers has come up with a new combination of plywood and fiberglass which it claims is both moisture proof and shock resistant to a greater degree than the standard aluminum commonly used for truck paneling.

The new material, called ply/glass, consists of a high grade plywood core completely encapsulated in fiberglass reinforced polyester molded under high pressure and extreme heat.

In exhibitions for shock resistance, the ply/glass material compared favorably with similar panels of aluminum material. In the test, fifty pound blows were struck against the two panels resulting in distortion and penetration of the aluminum panels but none to the fiberglass ones.

The manufacturer claims the new material will not dent, scratch or ripple. It can be treated to achieve flame retardant qualities, it needs no finishing and can be produced in practically any color.



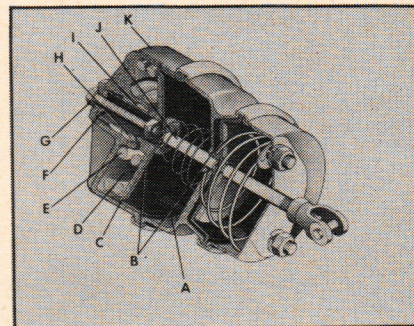
## Vacuum Lift

The fork lift pictured here is adapted with a new vacuum lift suction cup principle which allows for the lifting of up to 800 pounds of any material with a flat surface.

Each of the steel supported neoprene cups adheres to materials such as wood, metal, glass, or concrete. The unit is attached to the intake manifold of the fork lift engine by means of a heavy duty wire reinforced pressure

hose. The intake manifold provides the necessary suction.

The unit is slipped over the lifting forks. Each of the vacuum lift cups has its own control valve and can be independently used. The cups retain their holding pressure even if engine failure occurs.



## Spring Set Brake

This new spring set brake combines the independent operation of a parking brake and an emergency brake with the function of the normal service brake. The driver uses a dash control to set the parking brakes and secures it without air or hydraulic pressure assistance. A failure anywhere in the brake system causing a loss of air pressure below the actuation level in the emergency chamber will automatically apply the service brakes stopping the vehicle.

A new concept in design provides many features desirable to the market. The parking and emergency chamber portion has been refined to operate by the same principle used by all spring brakes for service application. Thus the friction wear of piston type and problems of the "just too many things to go wrong" complex have been eliminated. Both the spring set chamber and the service chamber utilize neoprene rib-reinforced diaphragms.

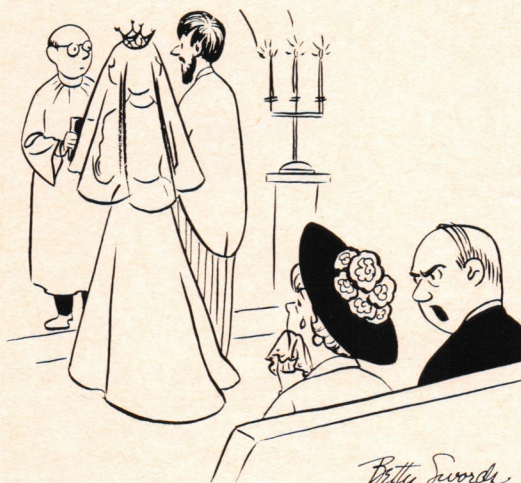
*WHAT'S NEW endeavors to keep our readers informed of late developments in fields in which they are interested. Since it is the policy of THE INTERNATIONAL TEAMSTER not to advertise any product, trade names and manufacturers are omitted. Interested readers can obtain names of manufacturers by writing THE INTERNATIONAL TEAMSTER, 810 Rhode Island Ave., N. E., Washington, D. C. 20018.*

*A report on new products and processes on this page in no way constitutes an endorsement or recommendation. All performance claims are based on statements by the manufacturer.*





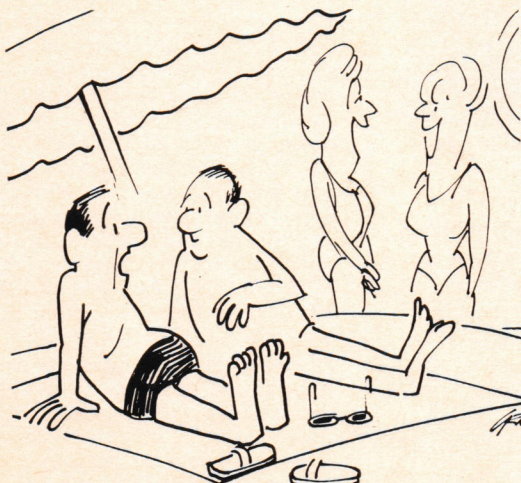
## LAUGH LOAD



"We're not losing a daughter, we're gaining an idiot."



"Are you sure he's playing your old 'Alma Mater'?"



"Last year Phylis got a terrible case of sun-burned tongue."

### Accidently

Waiter: "How did you find your steak, sir?"  
Diner: "It was just sheer luck. I moved this piece of parsley and there it was underneath."

### Obedience to the Teacher

A shipyard worker was teaching a new lady riveter what to do.  
"I'll hold the rivet," he said, "and when I nod my head, you hit it with the hammer."  
She did.  
He left a widow and three children.

### Time and Patients

One busy morning it took some time for the doctor to see all of his patients. He apologized to one particularly elderly patient for the long delay.  
"I didn't mind the wait so much, doctor," he replied, "but I thought you would have preferred to treat my ailment in its earlier stages."

### First Choice

An exasperated mother asked her young son, "why can't you behave like the little boy next door?"  
The little darling replied, "because he is a doctor's kid."  
The mother inquired what this point had to do with his behavior.  
"Because," he replied, "doctors always keep the best for themselves."

### Out of the Mouths of Babes

Stranger: What do you drink little boy?  
Little Boy: I never drink anything stronger than pop, and Pop drinks everything.

### Definitions

Bigamist—A man who takes one too many.  
Self Respect—The secure feeling that no one as yet is suspicious.

### A Chewy Situation

A termite with false teeth walked into a bar and asked, "is the bar tender here?"

### Apt

When the woman filling out an application came to the square marked "age," she didn't hesitate. She simply wrote: Atomic."

### Living It Up

A cockney merchant had made a lot of money and decided to spend some of it on a castle in the highlands of Scotland. On the first evening, the butler approached him and said: "Would you care to have the pipers at dinner, sir?"  
"No, thanks," was the casual reply, "but you can take 'em to the other room, and I'll read 'em later."



# FIFTY YEARS AGO

## in Our Magazine

Vol. XV

(From the August, 1918, issue of the TEAMSTER)

Number 9

## Seattle Milk Drivers Create a Union Succeed in Raising Wages 25 Percent

### An Editorial

(By Daniel J. Tobin.)

**T**HE General Office in the month of May received per capita tax on 82,739 members. This is the largest per capita tax for one month that has ever been received by the International office. From this you will understand that our organization is growing beyond all expectations. This is especially remarkable when you take into consideration that thousands of our members have been called to the front. There is a lesson in this which must strike you as well as it strikes me. It proves conclusively that the old men or the new men coming into our ranks to replace our young men who have gone to the front are becoming members of the union under whose jurisdiction they are working. It proves to me that the officers of local unions are working night and day to keep up the membership of the organization. It proves also that the new men realize the benefits to be obtained by being members of a trade union and without any great effort are becoming members. It proves also that, no matter how long the war may last, the strength of our union will remain the same. If it does—and we believe it will—when the period of readjustment arrives it will be much easier to handle the situation. Great problems will confront us as time rolls on and we must be big enough men to be able to handle those great questions. With the return of our army—a victorious army—three or four million men will be thrown on the labor market of our country; so you can imagine, if you will, what the situation will be. Industries, in many instances, will be shut down. The men working in those industries will be out of employment. The hauling of freight will not be what it is today. It is well that we consider those conditions now. These statements are not made for the purpose of in any way discouraging any individual. We are calling this situation to your attention for the purpose of getting you to realize now the seriousness of the future. Save every dollar that you can. This should be our great aim. Be prepared, if you can, for the day or period of non-employment if it comes. If it does not come you will be that much ahead. Stick faithfully to your union. Understand that the only salvation you have against a reduction in wages is the union—that it is the barrier that stands between you and oppression. There is no doubt but what the period of readjustment will pass over; and, after that period, industry will prosper as never before in the history of the world, as our country with its wonderful resources leads all other countries. We have the money; we have the men; we have the minds to accomplish great things; and while the darkest hour is that before the dawn, the same will be true of the period before victory. After the victory the readjustment will come; then a substantial and permanent prosperity will cover our land.



**T**HE Milk Wagon Drivers, Local 66, Seattle, Wash., have reason to believe they have the best conditions at the present time of any local in the United States; and they did not get the present conditions without effort on their part.

It is necessary to go back to the year 1915 to show the conditions which prevailed at that time, as compared with the present conditions.

In the year 1915 the wages of the drivers was \$90 per month, route men \$110 per month, with the hours anywhere from ten to thirteen per day; and in the event that a route could not be delivered in thirteen hours, the employer would gladly give the driver fourteen or more hours for same, as it did not cost the employer anything for any additional work. In fact, we had a job, and when the job was finished we were done for the day, no matter what time it took to complete same.

We were not at all satisfied with the existing conditions and decided that it might be well to elect a representative of the union that could devote his entire time in an endeavor to better conditions.

One of the first things that we did was to organize all of the men engaged in the delivery of milk in the city, which we accomplished, and then to organize every man that worked inside of the various plants. After this was accomplished, much to the dislike of the employer, we cleared the deck for action.

We had reason to believe

that it was unnecessary to commence delivering milk at the hour of one, two or three o'clock in the morning and asked the employers if a later hour would not be satisfactory. In answer to this we were told that if a later hour were put into effect it would reduce the consumption of milk and make it necessary to take off wagons.

We were of the opinion that it would increase the consumption, and increase the number of drivers as well.

However, after several attempts to get the employer to recognize a six o'clock delivery without success, we called a special meeting and decided that if we could not make a good job out of this business we would in all probability be as well off without any, for we really had no job worth having; so we notified the employers that on and after October 5, 1916, there would be no milk wagon leave any dairy until the hour of seven o'clock a.m. I might add that we now have a daylight delivery and that there is more milk sold today than ever before.

We later decided that we needed an increase of wages, and again held several conferences with the employers without results, and after several attempts without success we simply notified them that on and after August 5 the wages would be as follows:

	Old Scale	New Scale
Route men . . . .	\$110.00	\$125.00
Regular drivers . . .	90.00	110.00
Pasteurizers . . . .	75.00	110.00
Checkers . . . . .	75.00	110.00
General inside men . . .	72.50	90.00

And the employers listened.





Check Local ☆ ☆ ☆  
Registration ☆ ☆ ☆  
Deadline for ☆ ☆ ☆  
Nov. 5 Election ☆

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